Library

Sifting clues to PC funding choices

by Donald C. Savage
Executive Secretary, CAUT

In the speech from the Throne, the Prime Minister called for a government of national reconciliation, economic renewal, and social justice. Few Canadian academics would quarrel with this goal. Particularly welcome was the general commitment to women's rights, although specifics remain to be seen.

Mr. Wilson's financial statement gave some clues as to what the direction of the government might be. At first glance, the universities did better than might have been expected. Transfer payments to the provinces were not cut. Research grants to the universities through the federal granting agencies, (NSERC, MRC, and SSHRCC) escaped the axe, although some other science programs were chopped. However, student aid in 1985/86 was frozen and the summer employment program for 1985 was eliminated, although the Hon. Flora MacDonald subsequently promised a new program for 1985.

A winter of debate

But Mr. Wilson and Mr. de Cotret made clear that this was merely the beginning of a campaign to save $10-15 billion by 1990. The government plans a public debate during the winter to re-examine universality in social programs, particularly family allowances and old age pensions, although Mr. Mulroney did say the next day that medicare was sacrosanct.

Since the days of the Carter Commission, CAUT has strongly supported tax reform in the sense of taxing all dollars equally and fairly. CAUT has been forced like everyone else to seek out exemptions, because successive federal governments have shown little or no interest in such tax reforms, particularly in the area where the current tax laws act as a disincentive to university research and teaching. The logic of the CAUT position would be to favour recouping social payments to the rich through the tax system, rather than by imposing a means test.

Tax reform has also meant for CAUT a review not only of personal income tax but also of corporate tax as well. CAUT, for instance, has been reluctant to endorse calls for special tax incentives, (as distinct from general tax reductions for all individual tax payers), since they seldom seem to have the desired effect and can easily become a form of political patronage. There is certainly a widespread perception in both Canada and the United States that the income tax system is significantly unfair. Mr. Mulroney himself pledged that he would institute minimum payments for all wealthy taxpayers.

Moreover, it seems likely that a Conservative government is best placed to truly reform the tax system if it wishes to, since any other government is likely to be met by some form of "tax strike" by the larger corporations and the wealthy. Mr. Beatty has already begun to establish fairer rules in Revenue Canada — a move supported by the CAUT Council last spring and applauded by the President of CAUT this fall. But clearly reform must go much beyond the rules and hit at the substance of the problem.

Research topics?

It should be noted that two days after Mr. Wilson's call for restraint, the Ontario government awarded $25 million in ad contracts to four companies with, as the Globe and Mail said, close contacts with the Conservative provincial government. CAUT has been pointing out for some time that government cupboards are not really entirely bare, and that government is still a matter of choosing priorities. For instance, the federal Conservatives were billed as the party that would end hand-outs to failing businesses, but then almost immediately gave $15 million to Petromont, which many observers considered would collapse sometime in 1985.

University research on tax reform and on the cost of patronage might be useful contributions to the public debate.

One possible benefit reform that would not cost the government anything and would help it to meet its commitment to women's issues, would be to implement the long-standing CAUT demand for equal pension pay-outs for men and women based on a single annuity table. This is timely because Manitoba intends to implement this reform within its jurisdiction, and it is difficult for the industry to oppose, since the United States Supreme Court has indicated that this is the law of the land south of the border. CAUT has written in this sense to the minister responsible, the Hon. Walter McLean.

Cuts or reform?

More serious for the universities as institutions were two other developments. The first is the indication in the governmental background papers that Ottawa wishes to open a dialogue with the provinces on the subject of transfer payments. CAUT remains committed to the view that these arrangements need fundamental revision and reform, along the lines of the legislation proposed by the organization last spring.

But the fear in the community is that the government will opt for cuts rather than reform. Some $2 billion in cash for the universities is at stake. The government could hardly have reduced these payments unilaterally (in Mr. Wilson's statement), without blowing to pieces Mr. Mulroney's claim that he will be able to usher in a new era of harmony and civility in federal/provincial arrangements.

See CHOICES page 39

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Collegial process survey inconclusive

by James K. Hiller
Chair, AF&T Committee

As a result of concerns expressed by one of the larger Ontario faculty associations, the Academic Freedom and Tenure Committee decided to undertake a preliminary investigation into university governance, concentrating on the question of whether collegial processes were being eroded. A questionnaire was mailed in 1983 to all local associations. Responses were received from 24 of the 53 full and associate organizational members of CAUT outside Quebec. Approximately half of the responses came from associations with less than 400 members. Fifteen of the respondents had collective agreements, two had special plans, and seven had no form of collective bargaining.

Good Fences make....

A striking result of the survey was that most associations with collective agreements stated that relations with their administrations were satisfactory, while most of the uncertified associations reported that problems existed. The most frequently cited areas of concern were management style and increasing bureaucratization. These were followed by salaries and benefits, conditions of employment, and administrative meddling in academic matters. The perceived reason for those areas of friction was financial stringency, which in turn was thought to lead to an administrative push for stronger management structures.

However, seven associations also identified lack of collective bargaining as a cause, while four thought that the existence of collective bargaining contributed to their problems. Nine associations thought that apathy among faculty members was another contributory factor. One felt that "apathy" was too strong a word, commenting that many members just did not appreciate the gravity of the situation in which universities find themselves. Another lamented that faculty were all too willing "to be abused." Almost all of the uncertified associations, but only two of the certified, reported administrative encroachments on the collegial process.

Ineffective delegates?

The questionnaire asked for information on faculty representation on university governing bodies and important committees. In only nine of the respondent universities was there a majority of elected faculty members on the senate (or equivalent). In two cases they were in a minority, and in two they represented half of the total membership. Faculty associations clearly do not think highly of the elected members. Only three thought them "highly effective."

Comments indicated that all too often the elected members are manipulated by administrative members, do not act in a coordinated manner, and are merely a rubber stamp. The response to questions relating to Boards of Governors was similar. The average size of Boards at the responding universities was 27 (ranging from 11 to 62), the average number of faculty representatives three (ranging from

See SURVEY page 39

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CAUT seeks nominations

CAUT this month issues the call for nominations of officers, and chairpersons and members of various Association committees. Offices include the presidency and two vice-presidencies, and the chairs of the Academic Freedom and Tenure Committee and the Collective Bargaining Committee. Details on page 40.

Great robbery is great hoax

Skilled detective work indicates *The Great Brain Robbery* is a great hoax — there has been no robbery. Higher education is richer, better, and more accessible now than it ever was. A transcript of the compelling expert evidence begins on page 3.

A sad story

This photo of Kenyan lecturer Kamoji Wachiira was taken in happier days. The story of his current unhappy situation is on page 9.

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Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980

President and Board of Regents MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980

Note:
1 Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university The censure is advertised regularly in the *CAUT Bulletin*
2 Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university The censure is advertised more widely in Canadian and foreign faculty association publications and other publications
3 Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university
4 Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure

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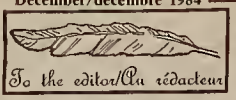


Regrettable omission

I was pleased to read Christine Tausig's article on "Bilingualism and the Universities" in the September issue of the Bulletin. I was disappointed to note however that she made no mention of the opportunities available at Faculté Saint-Jean, an institution having a long history of involvement in bilingual education, and presently the French faculty of the University of Alberta. Students may complete B.A., B.Sc., and B.Ed. degrees entirely in the French language.

The B.Ed. program strives to prepare teachers to work in settings where French is the language of instruction for the majority of the school day. The comprehensive four-year program which is done completely in French at the Faculté is a response to the need for teacher education for immersion teachers.

The omission of Faculté Saint-Jean's role in the advancement of French language education at the post-secondary level was most regrettable. It is unfortunate that the writer failed to obtain accurate and complete information before publishing her article. One can only agree that "much still needs to be done to prepare future immersion teachers." On the other hand, one must also lend support to those institutions and educators who are attempting to provide leadership in this regard.

Professor C. Tardif
Director of the Education Program
Faculté Saint-Jean
The University of Alberta

Worse than last?

There is a second crisis evident from the article "The crisis in higher education," September '84. The second crisis is the inability of the CAUT Bulletin to provide factual articles that will assist its readers in understanding and dealing with the first crisis.

Try to make sense of this: "Across the country university funding as a percentage of provincial budgets has steadily fallen. In Ontario the funding per full-time equivalent student has fallen from fifth to last. The catastrophe in British Columbia is well known to the readers of the CAUT Bulletin..."

It is not known to this reader what position B.C. funding per full-time equivalent student holds in the ranking in which Ontario holds last position. It is known, evidently, to whoever wrote this article that whatever position B.C. holds, it is catastrophic. How should one then characterize Ontario's position?

Is this a disguised attempt to assist Ontario Universities in recruiting at B.C. Universities? Such blatantly prejudiced writing does not help the cause of university education in B.C., or anywhere. One of the reasons for the crisis is a diminishing confidence in the value of a university education. Such writing does not restore confidence.

Paul C. Gilmore
Professor, Computer Science
University of B.C.

More letters on page 12

Lobbyist's notebook

by Donald C. Savage

"If people only knew..."

If people only knew, said President Petch of UVic, that the operating grant per weighted full-time B.C. student had dropped from $1,750 in 1971/72 to $1,200 today in real dollar terms while expenditure per student in the public schools increased by 50-60 percent....that 80 percent of the funds for B.C. universities came from Ottawa...that the B.C. participation rate in postsecondary education (outside of Newfoundland, which is the lowest by a very substantial margin) is the lowest in the country...that the percentage of students attending university from areas outside Vancouver and Victoria was 7 percent last year and declining, compared to 16 percent from the two cities...that the government has stated that until tenured professors are fired, the cuts will continue...that to come up to the Ontario and Quebec average would require another 11,000 full-time equivalent students...that in medicine, B.C. brings into the province 4.2 doctors for every one educated locally, to the great detriment of B.C. youth who wish medical careers...that B.C. employs more than the national average of engineers and educates less...that the unemployment rate for university graduates in B.C. is 2/3rds that of college graduates (4 percent compared to 7 percent)...that a relatively recent graduate practising law in Victoria earns more than the dean of law, who is now Vice-President of the university. The quotations are from an article in *Monday Magazine,* Victoria, 20-26 Sept. 1984.

Victory for Dr. McGeer in B.C.?

Since President Petch gave his interview, the AUCC has announced that first year enrolments in B.C. have dropped 18 percent at UBC, 19 percent at UVic and 6 percent at Simon Fraser. The percentage of those who were accepted by the universities but declined to come increased by 65 percent. UBC has raised tuition by 33 percent, UVic by 26 percent, at the demand of the minister responsible for higher education. Furthermore B.C. abolished all grants to students at the same time. All this occurred during the worst economic crisis in the province since the Depression, which means that many more parents cannot afford to send their children. The vision of the Socred government that only those from Point Grey should go to university is that much close to fruition.

A word from Ken Dryden

"Current government youth employment programs don't do 'any real good', and the millions of dollars they cost would be better spent keeping kids in school, Ontario youth commissioner Ken Dryden said..." *Toronto Star,* 23 August 1984.

Foreign students in the USA

The Times Higher Education Supplement reported that the U.S. Congress is likely to pass a law setting up a scholarship program to help disadvantaged students from underdeveloped countries to study in the United States. One figure from the sponsor, Senator Mathias, suggests the reason: 37,000 African students were trained in Russia in 1982 at the expense of the Russian government, with only 3,000 with the same status in the United States. Furthermore, the sponsorship program by the Nigerian government has been in grave difficulty with the growing financial and foreign exchange crisis in that country. In Canada, the Symons/Page Commission and the CAUT have pressed for a joint federal/provincial body to harmonize the policies of the 11 governments in regard to foreign students, and to provide financial assistance to the poorest countries. CAUT will be attending the annual meeting of the Canadian Bureau of International Education which will be dealing with this issue, and CAUT plans to approach the Council of Ministers of Education.

Freedom of information

CAUT has written to the federal government reminding it of its commitment to open government, urging that a parliamentary committee be struck to review the seriously flawed act passed by the Liberals, that a letter be sent to all civil servants telling them to obey the spirit as well as the letter of the present act; and that the government cease such court actions as the proposed appeal of the judgment of Mr. Justice Barry Strayer, who held that in the case of documents which were legally withheld on security grounds, the fact that the documents exist must be revealed.

Science and Technology

The CAUT met with Tom Siddon, the new Minister of State for Science and Technology, who requested the Association to respond to three recent reports — the Wright Report, the Winegard/Bourns Report, and the Science Council report on biotechnology. CAUT will be seeking the advice of the members of the Ottawa Consortium, and welcomes any suggestions from readers of the Bulletin.

Taxation of University Researchers

CAUT has raised with the Minister of Finance, the Minister of National Revenue, and the Minister of State for Science and Technology the taxation problems faced by university researchers and the promise of the Conservatives during the election to alleviate these.

Equal pension payouts

CAUT has written to the Hon. Walter MacLean in his capacity as minister responsible for the status of women, pointing out that the United States Supreme Court has indicated that court decisions requiring equal pension payouts between men and women are valid, and thus all plans must be rewritten to take this into account. CAUT has suggested to the federal government that it should ensure that the same situation occurs in Canada.

Shadow critics

For the Liberals: Secretary of State, Roland de Corneille, (Eglinton-Lawrence); Science and Technology, David Berger, (Laurier); Health and Welfare, Hon. Douglas Firth, (Sudbury). For the NDP: Secretary of State, Simon de Jong (Regina East); Science and Technology, Michael Cassidy, (Ottawa-Centre); Health and Welfare, Margaret Mitchell (Vancouver East).

Jobs Outlook

"Job prospects in Ontario during the next five years will be bright for university and college graduates and dismal for unskilled workers no matter how well or poorly the economy performs, according to a provincial Government labor market survey." *Globe and Mail,* 19 Sept. 1984.

Entrance exams

"There has been much talk of province-wide high school leaving exams. In 1982 800 students were given the standard grade 13 exam of 15 years ago. The average mark in that test did not change between 1967 and 1982." *Calgary Herald,* 11 Sept. 1984.

B.C. Wages: Modern economy or banana republic?

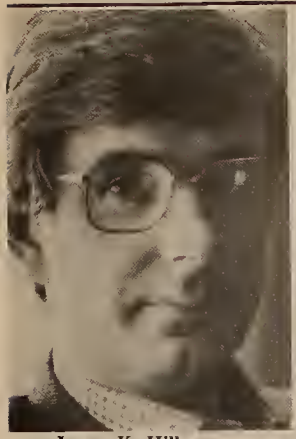
"James Matkin, President of the Employers Council of British Columbia, pointed with pride to the fact that, when inflation is taken into account, wages in his province are falling faster than anywhere in Canada...". *Globe and Mail,* 25 Oct. 1985.

Evolution and creationism

Just at the moment that a number of Canadian school boards in the West are requiring that the fundamentalist interpretation of the book of Genesis be a required part of all science courses, the great bastion of this type of thought, the Texas Board of Education, has repealed the rule that textbooks used in Texas must describe evolution as "only one of several explanations," and that it was "theory rather than fact." This occurred because the Attorney-General ruled that the requirement was an unconstitutional intrusion of religion into state matters and that he would not defend the board against lawsuits. *Newsletter on Intellectual Freedom,* July 1984.

Arts and the Universities

Maureen Forrester, head of the Canada Council, has called for one performing arts high school in each province. "Universities can't offer enough support for the arts, she said, because of pressure to produce science and technology graduates." *Montreal Gazette,* 24 Sept. 1984.


James K. Hiller

Jeffrey Sack, Q.C.

Jill McCalla Vickers

Paul Axelrod

Reviewers solve The Great (Brain)Robbery case

We cannot restore old policies
Or follow an antique drum..
— T.S. Eliot

by Donald C. Savage

Most academics will by now have heard of *The Great Brain Robbery*. It might not be as clear that, despite its lack of intellectual rigour or of any vestige of research, it does indeed have a consistent pattern of thought. The following reviews will indicate this.

Historical fallacy

Paul Axelrod shows how the book is based on a fundamental historical fallacy. The authors presume, against all the historical evidence, that Canadian universities were centres of liberal scholarship and learning (where people learned to think), research, and publication, prior to the 60s, when standards collapsed with the increase in students and faculty. In fact, the reverse is the case.

Canadian universities in the 60s greatly expanded their research and scholarly capacities, and could for the first time realistically begin to require that faculty undertake work in these areas. They also began to evaluate faculty teaching and to require some accountability in this area — a development naturally deplored by the authors.

What has happened historically is that Canadian universities became better in the 60s and 70s, and are now falling back because of repeated years of underfunding. Paul Axelrod explores the historical background in his review, as does Michiel Horn in a review for *Books in Canada*. Both are from the same history department as Professor Granatstein.

Anti-feminist

Starting from this historical fallacy, the authors want to usher us rapidly back to the supposed golden age of the 50s or earlier. They have been vigorously urging the provincial governments to move in and to impose their formulae on the universities — a slightly schizophrenic approach since elsewhere they suggest that government intervention has only promoted folly.

In the first instance they want to return us to the days before mass undergraduate education, when the universities were the preserve of a tiny minority. They ignore the fact that 90 percent of the increase in student enrolment in the last decade is attributable to the arrival of large numbers of women students. Full-time male enrolment has hardly changed. Presumably the authors assume that the arrival of women is one of the major reasons for the supposed decline of the universities.

To this particular anti-feminist position, they have linked another, namely the attack on women's studies as well as Canadian and native studies. The golden age of Canadian universities was, after all, one that was untroubled by the presence of a large number of female students or female faculty. These matters are dealt with in a review by Prof. Jill Vickers of the Institute of Canadian Studies at Carleton. They were also noted by Davidson Dunton, former President of Carleton, in his review in the *Ottawa Citizen*.

A nostrum for tenure

The golden age also had no effective tenure system, since tenure merely meant service at the pleasure of the Board of Governors. If the board was enlightened, the controversial would be safe. If it was not enlightened, such professors would be in grave trouble. There is plenty of evidence that boards, ranging from that of Toronto to United College, rarely could restrict the temptation to hound the controversial. Nor could the local politicians. (See "The Good Old Days", CAUT *Bulletin*, October 1983.)

Prof. Hiller, the person chairing the CAUT's Academic Freedom and Tenure Committee and the chair of the history department at Memorial, explores this aspect of the book and the nostrum of the authors that a self-appointed group of sages, which obviously they think includes themselves, would have the power to deal with the faculty without those tedious procedural safeguards which CAUT insists on.

In one very revealing paragraph, the authors commend Michael Walker of the Fraser Institute for his view that tenure leads to cabals that can enforce an ideological point of view. Then, as evidence, they cite the case of a social work professor denied tenure by a Marxist majority in an Ontario university. Characteristically, their facts are wrong. It was a dismissal, not a denial of tenure. But the authors fail to say that it was just the sort of academic oligarchy they recommend, (although they would prefer a right-wing one), combined with the support of the administration, which led to this particular academic demarche.

It was, in fact, the hated local faculty union, with the support of the CAUT, which defended this professor, and it was the presence of the time-consuming appeals structure culminating in a binding hearing chaired by a professor from outside the university, (which they want to abolish), that gave the professor the opportunity to win. Furthermore, they might have noted that the dismissal procedure at the university in question was written by the late Bora Laskin years ago, and subsequently incorporated into the collective agreement.

One reason offered for the idea that there should be five-year contracts is the concern expressed by the authors for the gypsy generation — a genuine concern discussed, for instance, by the Symons/Page Commission. However, the dishonesty of the book is manifest in the solution. Five-year contracts — yes indeed. Everyone will compete for his or her job every five years with anyone else who cares to apply. But with one significant caveat — that if the university is tempted to replace with the cheapest possible professor (i.e. one of the gypsy scholars), it will be prevented from doing so by a requirement that it must replace at the same level. In other words tenure for Bercuson, Granatstein, and Bothwell, and no change for the gypsy generation.

No unions in Eden

Needless to say, unions had no place in the Garden of Eden. Mr. Jeffrey Sack shows how the the authors know nothing about this subject, and yet try to suggest to the world that they should be considered competent advisors on such matters to government.

Apparently the Garden of Eden was also untroubled by such vulgar matters as statistics or machinery to improve the productivity of researchers. The splenetic railing against microfiche readers, (have they not noticed the computer revolution?), and the use of statistics in historical research, strongly suggests the type of university desired by the authors — professors in tweed jackets sipping tea with the students.

The lack of research by the authors is indicated by the letter from the Vice-President of the University of Calgary which shows that Mr. Bercuson's figures on grade inflation at his own university are simply wrong. Dr. Max von Zur-Muehlen, President of the Canadian Society for the Study of Higher Education, demonstrates that other statistics are equally false. One would hope that if a graduate student had struck out so dramatically, most competent university professors would have failed him or her. This slipshod work *is justified* by calling it a polemic, by which the authors seem to think they can excuse themselves from any need for research, or from the academic canons of fair comment and the need to base conclusions on evidence — a marvellous cop-out for those whose primary purpose is to influence government policy and public opinion.

A nasty, ill-tempered book

Regrettably, the book is simply the sort of ill-informed gossip one sometimes hears on Friday afternoon in the faculty club after a long and difficult week. Regrettable because there are many problems which face the university and which need to be discussed. They will probably be lost because of this nasty and ill-tempered book. But it is clear that there will be one cheering section — those ultra right-wing politicians and their supporters, who want to restore the university as fast as possible to the era in which it served as a finishing school for the economic elite. Now these groups have found three academics to lend verisimilitude to an otherwise bald and unconvincing tale.

Clue: Tenure described as "four-letter word"

by James K. Hiller

While the publication of this onslaught on the state of Canadian universities may be politically inopportune, it has at least the virtue of making its readers examine a wide range of fundamental issues. Among them is the institution of academic tenure, which the authors elegantly term a "four-letter word."

Briefly put, the authors' case is that while tenure began in Canada as a necessary protection for academic freedom, it has become in practice a way of protecting the jobs of faculty members who are all too often unproductive and lazy, yet virtually impossible to fire. If the academic excellence which the authors insist is disappearing from Canadian universities is to be restored, then part of the solution must be the abolition of tenure as we know it. Faculty members should be subject to periodic tenure review, those who are not living up to expectations being shown the door. This, the authors argue, would concentrate faculty minds wonderfully, enhance performance, and provide job openings for the gypsy scholars who wander from campus to campus.

Making the stereotype fit

This can be considered a plausible argument only if one accepts the blanket assertion that a large number of faculty, having achieved tenured status, lapse into idleness protected by their colleagues. The only empirical data cited is the Ladd-Lipset survey in the United States, now 10 years old, which indicated that 40 percent of American professors at that time had never published anything. There are difficulties in extrapolating these data to contemporary Canada, and they do not take into account teaching and ad-

Continued on page 4

CLUE: Fear of new, mixed with chauvinism

by Jill McCalla Vickers

Like other people, academics crave the assurances provided by traditional structures and they are frightened by the new.
— The Great Brain Robbery

Rarely do authors state so nakedly the motivations which underlie their views as do Bercuson, Bothwell and Granatstein in this quote from Chapter VII, Canadian and Other Useless Studies. "Useless, fads, special interest scholarship" — these labels have been attached by the authors with arrogance and carelessness to Canadian Studies, women's studies and native studies alike. This attack on the new scholarship with shrill, but unfocused polemics reveals most clearly the authors' determination to turn back the clock to an era in which only white, male members of some self-ordained academic elite allowed to determine what would be admitted to the realm of scholarship. This attack on the new modes of knowing, learning and teaching — which are generally lumped together under the heading of interdisciplinary — reflects the fear the authors feel when faced with scholarship "done" by "maverick perceivers" who won't accept their version of "true reality" as the only possible reality (or even as the most accurate version of reality).

Xenophobic chauvinism?

It isn't surprising that this attack on new forms of knowledge and on the rights of new groups of aspiring knowers comes at the same time and from the same source. The expansion of our universities, so deplored by the elitists, involves two distinctive new groups. The first group (the students) is primarily female, but it also includes men from social categories previously excluded from higher education, or included in such small numbers that they were forced to assimilate into the knowledge modes of the dominant group. The second (the new faculty members) is also atypical. In the past we have tended to focus on the fact that so many of the expansion cohort of faculty were non-Canadian. Looked at more closely, however, this group also includes men and women from social categories rarely found teaching in Canadian universities in the "good old days."

As the 70s progressed, the perceptions of these two groups about knowledge, relevance and modes of knowing tended to converge. So, for example, many women who entered as young faculty members in the expansionary period began their careers with an inclination to conform to traditional male-stream knowledge and modes of teaching our disciplines. Few of us fully understood the roots of our dissatisfaction with those traditions until the questions of our increasingly numerous female students led us to demand the right to create new knowledge to understand what they and we wanted to know.

This not only changed our perception of modes of knowing, it also changed the relationship between students and professors. The elitist traditions of hierarchy in instruction had to change when students and professors were collaborators in the creation of new fields and techniques of inquiry. Moreover, the professors in question often found we needed protection against some of our more traditional colleagues (as did some of our students). Hence, we sought allies in our attempts to restructure university governance to accommodate the academic implications of this revolution in how we know.

Radical convergence

The anti-democrats within the academic community recognized much more quickly than the democrats how potentially radical (in the sense of going to the roots) this convergence was. The structural reforms achieved almost seemed to have forestalled rather than enhanced the radical impulses of the 1960s. Many of the educational experiments of that decade wasted away in an environment of benign neglect and disciplinary indifference. Nonetheless, the emergence of focused interdisciplinary ventures in Canadian studies, women's studies, northern and native studies, urban and labour studies marked the 1970s convergence between student and faculty interest in creating new knowledge, in ways uncongenial to some of our disciplinary colleagues and mentors.

New journals, new academic associations, and both public and government interest, encouraged some of these new ventures. Others were linked, in terms of a research agenda, to the broader social movements of women, native peoples, unionists, and nationalists. In fact, as with the rise of sociology in the nineteenth century, these new fields needed these dynamic links to the aspirations of groups in society seeking to realize in fact the promises of democracy in theory, in order to grow. This political "taint," however, deeply troubles those who wish to keep the academic community as a "world apart" from demands for social responsibility.

The new Inquisition

I have spent some time trying to outline the social context within which current attacks on the new scholarship have developed, because I believe we must begin to take the value of the reforms attacked more seriously. Obviously, those of us who believe in the value of our ventures in terms of our own research and approaches to teaching, are being condemned as, in some sense, academic heretics. And the response of some of our frightened colleagues to our "heretical" attempts to de-colonize knowledge is no different than any earlier inquisition. This requires that we understand "the case" clearly and probe why the new scholarship so frightens some of our colleagues.

The "case," in my view, focuses on the creation of new knowledge for and by new groups aspiring to know. This arrival of students, whose mothers and fathers would never have found admittance to the traditional elitist academy, want more than the right to absorb and consume knowledge created by and for white, privileged men so as to take up their rationed "share" of Canada's better-paying jobs. Important though employment equity is, "knowing ourselves" through the tools of our own eyes is also a motivating goal. And it is in our attempts to realize this goal that the intellectual "ethnocentricities" of some traditional disciplinary modes becomes apparent.

Rights for mavericks

Only through arrogant eyes can the struggle of Canada's native peoples to de-colonize the "knowledge" created by white men about them seem "trendy." Only to the arrogant can it seem that those "who can think in an interdisciplinary mode" are "rare birds" (as rare perhaps as the engineers, condemned by the authors as only "up" to "Bo-Bo English," who read Shakespeare). Interdisciplinary research and teaching is certainly more demanding than the safe, old modes hallowed by tradition and complacency. It is also more challenging — a fact known by most truly competent disciplinary scholars, who hurdle over disciplinary walls frequently in their search for real understanding. And, while I would argue that a healthy balance between disciplinary and interdisciplinary modes and values must always be retained in Canada's universities, I will also demand the right to be a "maverick knower" (and to be protected by my union and the canons of academic freedom in that right) until the claims of those who would tell me how to think abate.

There will always be those who fear the new because it is different. This reaction has its roots in the same human impulses as racism, sexism, and anti-semitism. And perhaps one of the greatest values of the new scholarship has been to empower those who endure oppression, to construct the knowledge needed to understand the dynamics of prejudice. "Men's studies," "white men's studies," "elite studies," "colonial studies," are now faced with a true intellectual challenge from the new scholarship. This book is only a sign that the challenge will bear fruit in a more humane mode of "knowing" reality.

The authors of The Great Brain Robbery reserve the bulk of their attack on interdisciplinarity for Canadian Studies. Except at the graduate level, to which the authors grudgingly concede some value, the new scholarship in Canadian Studies is condemned as a "shallow piecemeal" affair compounded by "unhealthy introspection and self-congratulatory navel-gazing." To cap the critique, we are told that "Canadian Studies has fallen into the hands of the academically weak" in search of "the holy grail" rather than the truth.

No candles lighted

Now, there are some fundamental issues of epistemology and pedagogy raised by the new scholarship in Canadian Studies, and other interdisciplinary ventures. But the debates — about depth versus breadth in undergraduate education, about detached versus engaged methodologies, about the value of rigorous comparison versus abstract "universal" theory — are not illuminated in even a shallow way by these ad hominem (and ad feminum) polemics. Again the authors' arrogance persists in evading the real issues by the new scholarship, and retreats into blustery gusts of prejudice instead.

Canadian Studies is a child of the nineteen seventies. But like all children, it grows, changes, and matures. Many undergraduate programs lack the support from universities and disciplinary scholars to develop as fully as they might. Moreover, the new scholarship in Canadian Studies, with its goal orientation and its quest for appropriate methodologies, remains somewhat naked to the attacks of rule-oriented and bureaucratically-organized disciplinary critics. Nonetheless, the value of interdisciplinarity in Canadian Studies (or elsewhere) lies in its capacity, in both teaching and research, to respond to the complex problems of society which need analysis of a transdisciplinary kind. Because of this character, the new scholarship in various interdisciplinary fields is here to stay.

TENURE — from page 3

ministrative work, which the authors accept as important components of a faculty member's work. Many of us know a few colleagues who fit the authors' stereotype; but whether they constitute an important percentage of the professoriate is improbable and unproven.

It may be that the wholesale hiring of faculty during the period labeled by the authors, the Great Academic Barbeque, led to the entry into the professoriate of some persons who did not have great academic potential, and who would possibly not achieve tenure in today's world. But this does not mean that they are incompetent or lazy; more probably they do a perfectly adequate, if unstellar, job.

Moreover, it would be unfair to them to alter suddenly the standards and manner in which their performance is to be assessed. And it should never be forgotten that many faculty give much time to teaching, committee and union work — all of which allows the high fliers to devote themselves to research and publication, both scholarly and polemical. The professoriate is a mixed bag, both qualitatively and in the way in which its members order their priorities. But I doubt it deserves the scorn which permeates the book under review.

Safeguard by erosion?

The authors emphasize the continued need to protect academic freedom. This is particularly important in a system in which universities are almost totally funded by government, and are watched over by politicians and public servants who, all too often, have little real understanding of the nature and purpose of higher education.

If the academic community is to be protected from the prejudices of its paymasters, and to pursue its own agenda in research and teaching, then two principles must be upheld: university autonomy and academic tenure. The worrying erosion of the former elicits from the authors little more than the angry lament that politicians and the universities have together produced an unhealthy dependence from which there is no escape — only mitigation, if academics will put their house in order and insist on quality above all.

A major ingredient of the prescription — together with higher student entry standards, an end to alleged grade inflation and so on — is the modification of tenure. The authors' proposals in this area purport to safeguard academic freedom, but would in fact erode it, and in all likelihood promote the mediocrity which they abhor.

Brave New Academe?

In the authors' ideal world, a committee of elders would preside over the granting of tenure and its periodic review. We are not told who would choose the elders, who would review them, and what criteria they would apply. Nor have the authors considered the probable impact of forcing five-year contracts on all faculty.

If a premium is to be placed on publication, as the authors strongly imply, then there will be a rush to publish anything anywhere; to obtain grants which will produce work quickly and of a sort likely to please the elders; and a corresponding decrease in attention to teaching and administrative work. Care will be taken to avoid upsetting the university administration and the elders. Academic gamesmanship will be at a premium. This is an unpleasant vision of a new world in which long-term commitment to an institution, to students, and to research — which needs time and maturity — would be discouraged; and in which an elite, who please the elders, would wear out their word-processors and travel grants while the drones — lower paid and ranked — would deal with the students and undertake all the dreary committee work essential to the university's efficient functioning and broader social purpose.

The authors ignore the fact that faculty members are subject to frequent peer review after tenure. Each application for a grant or promotion, for instance, is accompanied by examination of an individual's record. Each article submitted to a respectable journal is independently assessed. Failure in such competitions is surely a signal that standards are not being met. In a number of universities this is buttressed by tangible rewards for meritorious service. Such systems should be universal, and would go far towards encouraging high standards. Positive encouragement of scholarly activity would do more for academic morale and vigour, while maintaining academic freedom, than the authors' negative desire for wholesale dismissals.

Contemptuous pamphleteering

One can only wish that B, B, and G had written a book that could be taken as a serious starting point for debate on the condition of Canadian universities. The tone of this furious pamphlet, the contempt with which it portrays colleagues and students, is sloppy research, its lack of empirical data and reasoned argument, will offend academic readers rather than engage them in serious debate.

It would be nonsense to suggest that Canadian universities are perfect. But change is better effected by persuasion than insult, and this book will not stimulate the reform that should come from within. The academy's enemies and critics will be delighted, and those among them seeking to impose odious change from without will be encouraged. Uninformed prejudice has, after all, been confirmed by members of the club. Let us hope that the academic freedom and tenure, which has allowed the authors to attack the institutions at which they work without fear of reprisal, will survive.

CLUE: Collective bargain reality vs. polemic

by Jeffrey Sack, Q.C.

"The Great Britain Robbery" has been correctly described by its authors as a "polemic": Professors Bercuson, Bothwell and Granatstein are "angry," they believe "the time has come to blow the whistle," and they prefer to "leave cool, dispassionate analysis to others." I have been invited to analyse, as dispassionately as I can, the authors' chapter on collective bargaining, presumably because I act as counsel for both certified and non-certified faculty associations. The alacrity with which I have accepted the invitation may be due in part to the fact that I am instinctively attracted by polemic, which is, after all, reputed to be the stock in trade of the legal profession.

Quiet understatement?

I have in fact no quarrel with the analysis with which the authors begin their chapter on collective bargaining, entitled with quiet understatement "Internal Democracy and the Road to Hell."

This is not to say, however, that the historical account is free of error. The authors are mistaken when they state that faculty salaries "began to grow exponentially" in the mid-1960's. In an arbitration award decided in 1982, dealing with salary increases to be awarded University of Toronto faculty, Arbitrator Kevin M. Burkett found that average faculty salaries had declined by 25 percent during the 1970's, when compared with the rise in the cost of living and salaries of comparible groups. To quote from the award:

> "The conclusion that faculty salaries have suffered substantial erosion relative to movement in the CPI and to wages and salaries generally, is irrefutable. I am satisified that a wage increase in the order of 25 percent would be required to repair the erosion to the salaries of the University of Toronto faculty which had occurred up to July, 1981."

Arbitrator Burkett concluded that this decline in faculty salaries was the result of a tightening by government of the centrally held purse strings, and not the result of economic developments which were affecting Ontario society generally.

Outlining the conditions that preceded collective bargaining, the authors note that, with the budget crunch of the 1970s, "boards of governors began to act like company boards of directors with little sympathy for, or understanding of, faculty concerns." Moreover, "university administrators, even those with strong faculty background themselves, began to act like personnel managers."

As a result, faced by threats of wholesale dismissals of tenured staff, "faculty across Canada were almost forced to assume a defensive posture." This was a contingency for which Messrs. Duff and Berdahl, in their report on university government in the mid-1960s, had not provided. The Duff-Berdahl ideal of "shared authority" did not extend to salaries and benefits, "leaving the impression that academic staff, like old-time factory hands, were to approach the board, cap in hand, when the time came to set salaries." Hence, in the language of the authors, "the thrust toward collective bargaining."

"Creeping mediocrity"?

In this fashion, the authors have demonstrated a clear need to reform the method which then existed of determining terms and conditions of employment for university faculty. However, the remainder of the chapter is devoted to an expression by the authors of their unhappiness with the mechanism chosen by university faculty to counterbalance the boards' power, namely collective bargaining. Here, the criticisms are essentially two-fold: first, that collective bargaining by certified faculty associations has resulted in the displacement of the collegial model of "shared authority" in favour of a "factory model" of adversarial conflict; secondly, and consequentially, the excellence associated by the authors with "a strong dose of elitism" has given way to a "creeping mediocrity," identified, again by the authors, with democracy "in its trade union guise."

What is the evidence for these

See COLLECTIVE page 6

CLUE: History written as historical romance

by Paul Axelrod

Remember the good old days of Canadian higher education? When students all excelled, when professors were all accomplished scholars, when a demanding curriculum exposed all students to the core of "essential" knowledge, and when the university was immune to sloth, incompetence, and the impact of the market? If you do remember such a place, please write me immediately, because after several years of research into the history of Canadian universities, I'm still looking.

Marching backward

Of course, the authors of The Great Brain Robbery swear that such an institution thrived. They don't prove it, but apparently, in a "polemic," they don't have to. This is problematic because the university they hanker for, at worst a myth and at best the product of their imaginations, is the standard against which they evaluate the university of the 1980s.

"Evaluate" is too modest a term. They slash, swipe, condemn and denounce. Their formula for improving the quality of higher education? Close down universities, fire professors, abolish tenure, uproot collective bargaining, and keep out as many students as possible. For those lucky enough to get in, dramatically increase their fees, impose upon them a compulsory core curriculum, kick them off university committees, and prohibit them from evaluating their professors. In short: prepare for the future by resurrecting the past, and let us march forward into history.

I'm afraid that if these three distinguished historians took such a voyage, they would have a rude awakening. "In the 1920s and 1930s," they claim, "universities and colleges existed primarily as liberal arts institutions training young men and women how to think." Really? According to the principal of Queen's University in 1931, "Education here is only a rumour," and the B.A. program was so bad that "it would not elevate a cow." John Kenneth Galbraith found the atmosphere at Princeton, one of America's elite colleges, to be "deeply anti-intellectual" in the 1930s. In an era when it was considered bad form for students to aspire to anything more than a "gentleman's C," academics in Canada and the United States complained openly about the lack of uniform admission policies, the declining academic standards, and the literacy level among students. Jump ahead to the 1950s and you find concerns about "the lack of student motivation," and the fear of one businessman that Canada was raising a "generation of failures."

The Golden Years?

Perhaps students were simply unable to meet the demanding requirements of their professors in the era before Canadian universities took "the road to ruin." This would be hard to reconcile with the recollections of H. F. Angus who began teaching at the University of British Columbia in 1922. He had read law at Oxford and then "settled down in earnest to the work of a university teacher in a subject — economics — for which my qualifications were not the best...When I faced students I always asked myself what there was I was competent to discuss and what it would be useful for them to hear."

Similarly, Watson Kirkconnell began his career teaching English at Wesley College in 1922, a subject he had not studied since his sophomore year. "I arrived in Winnipeg on the brink of the session, with no lectures prepared, to face classes in a field for which I had no specific training." J. A. Corry recalls that when he came to Queen's in 1936, "I had no formal qualifications for teaching political science. All I knew of any consequence was self-taught."

A glance at the annual reports of Canadian universities during the 1920s and 30s reveals that in the arts, scholarly research was rare to non-existent. Could these really have been the golden years of Canadian higher education?

Simplistic or unworkable

Bring back the freshman "core curriculum," insist the authors of The Great Brain Robbery. Eliminate the excessive specialization and the "supermarket" smorgasbord of subjects that pollutes the quality of the undergraduate degree today. The authors must have overlooked the fact that before the Second World War, the first-year program at most Canadian universities consisted of subjects taught in the senior matriculation year (usually grade 12) of Canadian high schools. First year, with its admirable core course, was a remedial year for students, many of whom had completed only three years of high school.

In the 1950s, there were compulsory subjects in various universities, but nothing resembling a coherent core curriculum. Today, the explosion of knowledge, as much as anything else, has produced the wide diversity of courses in our universities. It might be worth the effort, but it would surely be difficult, to find any group of academics who could agree on what constitutes the "essential" knowledge that "forms the foundation of our society."

None of this proves, beyond reasonable doubt, that universities today are vastly superior to the elite institutions of earlier generations, though considerable evidence could be marshaled to support that conclusion. Entirely unproven, however, is the claim in The Great Brain Robbery that the quality of Canadian higher education is worse than ever.

The way the authors deal with this issue is typical of their approach throughout the book. They identify a problem (sometimes real, and sometimes imaginary, as in the case of the supposed menace of student power). They romanticize the past, wrap the discussion in vitriol and hyperbole, and then propose solutions that are simplistic or unworkable. In so doing, they trivialize the institution to which they claim to be so devoted.

The authors impaled

When it comes to the role of government, the authors impale themselves upon a major contradiction. They deplore the growth of government involvement in university affairs since the expansion of the 1960s, yet they praise recent arbitrary enrolment levels effectively imposed by the government of British Columbia, and they talk supportively of the need for rationalization by external authorities. They abhor the enrolment-based funding formula, but they fail to recognize that, however imperfect, that system has in fact kept government at arm's length from universities. They condemn the universities' slavish catering to the forces of the marketplace, but when the supply of graduates exceeds demand, in the midst of a recession, they favour closing down entire professional and graduate schools. They seem to find little virtue in Canada providing reasonable access to universities for those living beyond the reach of the nation's wealthy urban centres.

Contradiction compounded

The authors are especially unhappy with student evaluations of professors' teaching, possibly the most enduring (if limited) legacy of the student movement. One wonders why they should object to the evaluation of their colleagues since they evidently believe that most are mediocre to incompetent. Furthermore, the purpose of student evaluations is not to test how much professors know, but how they communicate what they know. On this issue, yet another contradiction. The authors say that one cannot be a good teacher without being a productive researcher. Even if this dubious proposition is true, it flies in the face of their subsequent recommendation that professors who do little publishing should do more teaching, thereby freeing the publishers from the burden of heavy classroom work.

The authors' opposition to open accessibility, Canadian studies, women's studies and native studies, reflects (especially for historians) a curious view of the role of university in society. Somehow they envisage a university immune from the social and cultural currents which swirl about it. Did they really expect that in the 1960s, Canada alone among industrialized countries could have resisted the expansion generated by the consensus that a productive society was a highly educated society, and that the university was the key to social mobility? How, in the 1970s, could higher education have remained untouched by the movements of nationalism, feminism, and native rights? The university's challenge — indeed its responsibility — is to provide an atmosphere in which independent academics can address these issues in a considered, scholarly way.

I've seen no evidence that academics in Canadian or other "strategic" studies have been compelled, upon receiving grants, to draw from their research predetermined conclusions, consistent with government edicts. Not all the work done in such cross-disciplinary fields is excellent, but surely the same is true in the traditional fields of economics, sociology, political science, and history.

Rightist fairy tale?

Canadian universities are in trouble. But their problems stem not from the rampant incompetence of students and professors (though, obviously, as in every era and in every large institution, there are some dullards). The difficulty is that universities lack the resources they require to meet current and future needs. Classes are too large, facilities are deteriorating, and more professors should be hired. The state of the economy and government policy in general have cost universities heavily in recent years. They need the funds to expand, but instead they are forced to fight hard merely to stand still, while preserving their openness and independence.

What they do not need is the blame-the-victim politics of neo-conservatism offered up in The Great Brain Robbery. Close the doors, let the users pay, let the "unproductive" perish, and let democracy be reined in. Ronald Reagan, Margaret Thatcher and General Pinochet would feel at home in this world of supply-side academics.

The chief beneficiaries of The Great Brain Robbery are the authors themselves. They have already received wide and favourable publicity for this quickie publication, mostly because it deals with complex issues simply and readably, and perpetuates popular myths about life in the university. Without question, it is an effective bit of academic entrepreneurialism. But it contributes less profitably to thoughtful discussion about the future of Canadian higher education.

COLLECTIVE BARGAINING — from page 5

charges? Very little. Referring to the factory model, the authors say that "when the whistle blows at five, all tools are downed" and allege that "this approach to higher education is already creeping onto university campuses." Where? The authors do not say. Indeed, no evidence whatsoever is presented that, as a result of collective bargaining, faculty have become less productive, or the quality of their work has declined, or tenure standards have dropped. To the contrary, pre-existing tenure and promotion requirements have generally been codified and entrenched in collective agreement language.

A little peevish

Some criticisms leveled by the authors at collective bargaining seem a little peevish. Thus, it appears to be a significant complaint of the authors that collective agreements are lengthy, running "well over 100 pages at most universities" — a criticism I find surprising, to say the least, coming as it does from an academic quarter — and that these agreements define all aspects of the faculty-board relationship. Yet, for the most part collective agreements are no lengthier than the university regulations and faculty manuals which preceded them, which also set out in detail the terms and conditions applicable to faculty. The major difference is that, whereas university regulations could be changed at will by the board of governors, with the advent of collective bargaining any alteration in the provisions of faculty collective agreements must be agreed to by both the faculty and the board.

What other signs of "creeping mediocrity" do the authors detect? A provision in one collective agreement allowing an arbitrator to review tenure decisions. A clause in another eliminating merit pay. A stipulation in several others that, in the event of layoff resulting from financial exigency, seniority is to be the governing factor. Here, the authors suggest that seniority should be considered only if two candidates are otherwise equal.

No doubt each of these subjects would generate heated debate. I have no wish to pass upon the merits, but do note that the authors have set out only one side of the argument. Merely for the sake of balance, I would point out that an opposing viewpoint does exist. Those holding it would argue that promotion, rather than pay, is an appropriate reward for scholarly distinction, that arbitral review of tenure decisions is justified where due process has been denied, and that the application of seniority as a criterion on layoff avoids the rancor and recrimination that would inevitably follow upon any more or less subjective determination of the relative abilities of faculty members. In addition, recognition of seniority takes into account the fact that, with advancing age and increasing career specialization, it becomes more difficult to obtain suitable alternative employment.

Missing the point

But all of this misses the point. The fact is that collective bargaining does not dictate one result rather than another, but merely provides a means of ensuring that whatever arrangement is agreed upon becomes legally binding and cannot be unilaterally altered by the board of governors. There is simply no necessary connection between collective bargaining and specific terms and conditions of employment.

This point can, I think, be easily demonstrated. Thus, merit pay schemes exist under collective agreements covering newspaper reporters, bank employees, and performing artists. Conversely, arbitration of tenure decisions is not unknown at uncertified universities. Indeed, at Queen's University, whose faculty are not certified, even the merits of tenure decisions may be reviewed by an arbitrator!

And, while the authors argue that there is a casual connection between collective bargaining and strict seniority clauses, many non-academic collective agreements contain clauses that make seniority a criterion only when employees are relatively equal in ability — the very clause the authors themselves recommend. Collective bargaining is equally consistent with the arrangements which the authors wish to advance, assuming they can persuade a majority of their colleagues — and the Administration — of their wisdom.

Pot and pudding

The authors, it is clear, have confused the pot with the pudding. Collective bargaining is a flexible mechanism that allows the negotiation of an infinite variety of arrangements, the precise nature of which will depend upon the views of faculty as well as upon the agreement of the board of governors. The authors' critique is based on a fundamental misconception of the nature of collective bargaining which mistakes the process for the product. Essentially, collective bargaining is simply a means of enabling faculty to bargain on a footing of equality with boards of governors upon whom they are economically dependent. This end is achieved by legislation which requires that the parties bargain with each other in good faith with a view to reaching an agreement that is legally binding upon both.

The authors' understanding of collective bargaining, like their ideal of the university, appears to have been formed, and to have been frozen, in the 1950s. Thus, collective bargaining is identified, in perjorative terms, with a "factory model" of confrontation that is inappropriate in a university setting. However, just as the university of the fifties has receded beyond the horizon, so too has the "factory model" so despised by the authors.

The sixties and seventies have witnessed the acquisition of collective bargaining rights in Canada by hundreds of thousands of people who have never set foot inside a factory, including teachers, government employees, and various professionals, and these groups (dare we say workers?) have adapted collective bargaining to the needs of a wide variety of complex non-industrial institutions. Even the factory floor itself has become a testing ground for experiments in shared decision-making with respect to matters previously considered within management's sole prerogative. While the factory analogy may be appropriate in describing the pre-collective bargaining status of university faculty — whom the authors themselves depict as "old-time factory hands" — it does not present an accurate picture of collective bargaining in general or of faculty collective bargaining in particular.

Plus ça change?

There is indeed scant evidence to support the assertion that faculty collective bargaining brings in its wake an adversarial relationship that did not exist before. The fact is that, prior to collective bargaining, the relationship between faculty and boards of governors was not a model of harmony. If this were so, why would Duff and Berdahl, the authors' favourite authors, have suggested, in pre-collective bargaining days, that Presidents and Boards should "try to view their Faculty Associations as potential allies rather than as inveterate opponents."

It can, in fact, be plausibly argued that collective bargaining has not ended co-determination, but has instead (by the inclusion, for example, of departmental chairpersons in faculty bargaining units) entrenched the concept of collegiality, or shared authority, so that it cannot be unilaterally undone. In short, the authors offer no evidence that would support the proposition that collective bargaining and collegiality are antithetical.

The authors acknowledge that Duff and Berdahl "made little provision for a real equality of status and stature between the board and the faculty in salary matters, and they made no provision for the resolution of impasses over salary decisions and/or negotiations." Given that the authors are dissatisfied with collective bargaining, what mechanism do they propose for the resolution of faculty-board impasses? The authors call for "genuine shared authority," by which they apparently mean that collective bargaining should be restricted to money matters (for which there should be a "built-in system for resolving salary impasses") and that boards, faculty associations, and senates should have equal power and responsibility to determine hiring and layoff policy."

But what are faculty to do if, as is more and more the case, university administrations refuse to agree to arbitration of salaries and benefits, even though this arrangement is apparently preferred by over 90 percent of university faculty in Canada. (Ponak & Thompson, Faculty Collective Bargaining: The Voice of Experience, Industrial Relations, Vol. 39, No. 3, 1984, p. 449 at p. 454. It is interesting to note that a number of certified associations, e.g. at Carleton and Ottawa, have negotiated provisions for arbitration of salaries and benefits.)

No answers

Moreover, if it is difficult to persuade boards of governors to agree to arbitration of salaries and benefits, by what manner or means is agreement to be reached on other matters by boards of governors, faculty associations, and senates? The authors provide no answers. Indeed, the proposal that the various organs or university government be given an equal say in university decision-making amounts to granting each a veto power over any matter; to an observer, such a proposal does not constitute a solution, but rather a prescription for stalemate. Since the only body with the authority to break the stalemate would be the board of governors, the authors' solution ultimately amounts to returning faculty to the "cap in hand" condition which was the subject of earlier criticism.

It is not to be expected that the authors would make an attempt in a professed polemic to evaluate the beneficial impact of collective bargaining from a faculty viewpoint. The authors note only that CAUT "takes the position that the contractual definition of board-faculty relations has increased faculty influcnce and enhanced fairness in procedures, forced the board to come clean in bargaining for salaries, and ensured that dismissals for financial reasons are not carried out in an arbitrary way." Some seven lines in 27 pages!

The authors concede that there is "some merit" to these arguments, but what it might be is never stated. Yet, a balanced appraisal would no doubt involve consideration of the economic benefits, enhanced job security, and increased protection from arbitrary administrative action that result from collective bargaining. Furthermore, the positive side of the balance sheet would also include the important, although frequently overlooked, fact that collective bargaining precludes the unilateral abrogation by a university administration of existing faculty rights, such as tenure, once these rights are entrenched in a bilateral collective agreement.

Polemic vs. reality

In sum, when the benefits of collective bargaining, which are not disputed by the authors, are weighed against an alleged decline in the quality of scholarship, for which there is no evidence, it may well be that readers will reach a different conclusion from that arrived at by the authors. This is especially the case where no cogent alternative to collective bargaining is advanced. With deference to the authors, one of whom is a respected friend, I would note that, while polemic has its attractions, reality has a dynamic of its own.

CLUE: Quantitative data wrong, misleading

by Max von Zur-Muehlen

While the opinions and perceptions of the authors should be respected, the lack of scholarly tools for documentation discredit the value of the book. The references on which the discussion is based are sparse and inadequate for the verification of many of the assertions made and no index is provided. For example, "Chapter IV: Studying in the Supermarket" has not one identifiable reference and the identification of their indebtedness to U.S. publications would have been welcomed. The statistical data presented have no apparent origins and it requires detective skills to trace the data sources. In many instances, the quantitative information used is either wrong, inaccurate or misleading.

Superficial and eclective

Often, for no apparent reason, the years selected are arbitrary such as 1948, 1951, 1961, and 1968. As illustration the argument that "the 1948-49 universities met 56 percent of their costs either from fees or from endowment income," when the appropriate figure was in the neighborhood of 40 percent; "Federal contributions to universities' finance started off at 12 percent of operating revenues in 1951," when the actual figure was less than 6 percent; "By 1961-62...grants from provincial governments had risen to 28 percent," when the correct percentage was 37 percent.

Most serious is the assertion that "most Canadian universities now acquire as much as 90 percent of their funding directly from provincial governments. and students fees contribute as little as 8 percent." Available information on university operating income shows that the provincial proportion is 70 percent, including federal transfer payments, and 15 percent for students fees, with some variations by province. The number of full-time postsecondary students was not 350,000 in 1983 as claimed, but more than twice as high at 750,000.

Although the book deals exclusively with universities, and particularly the "pure" Social Sciences and Humanities, the authors use data for community colleges (e.g. secondary enrolment and $8.5 billion expenditure pattern for postsecondary education) and they are unable to differentiate between the two very distinct educational systems. These examples seem to indicate superficial and eclectic treatment of readily available statistical information and the distorted use of these figures in the presentation of one-sided arguments. It should have been the responsibility of the publisher and its editors to insist that the factual information is checked and verified.

Distortion of facts

A number of other instances demonstrate the distortion of factual information such as the claim that faculty salaries grew exponentially. Another misleading and inaccurate interpretation is that demography alone determined the growth in university enrolment. The dramatic increase was not only caused by the "Baby Boom" generation, but more importantly, by the increase in the participation rate of the 18-24 age group which grew from 7 percent in 1960-61 to 12 percent in 1971-72. Particularly significent was the growth in female participation rate which was 3.3 percent in 1960-61 and almost tripled by the early 1970s. Do the authors suggest that the alleged decline in the quality of university education is due to the fact that female enrolment has increased so spectacularly?

According to the authors, the decline in the full-time university enrolment during the mid-1970s was due to the end of the Baby Boom. As a result, "enrolments at most universities flattened out and even declined for several years." In actual fact, the decrease in enrolment was due to a decline in the male participation rate. The source population of the 18-to-24 age group continued to expand dramatically until the early 80s from 2.7 million in 1971 to 3.3 million in 1983, a spectacular growth of 22 percent.

(Dr. von Zur-Muehlen is President of the Society for the Study of Higher Education. The material here was excerpted from a review in the Society's Journal.)

MORE on page 7

MORE CLUES: The jury seems unanimous

1/from a review in *The Citizen*

The historians completely ignore the largest single factor in the rise in student numbers — the immensely increased participation of young women in university education. If the proportion of female students was the same now as it was in the glorious 1950s, total enrolments across Canada would be more than a third less than they now are. Is anyone claiming that women are stupider then men? Perhaps the authors should pay a little attention to the women's studies they scorn so much.

The discipline of history has a long tradition of attention to Canada. But in many other disciplines Canadian content used to be derisory. The wave of interest in Canadian studies, and the creation of some special programs in them, have undoubtedly spurred many departments to rectify lamentable deficiencies in teaching about the society and culture of our own country.

Professors Bercuson, Bothwell and Granatstein are eminent and very able Canadian historians. Many of their admirers will wish they would apply to the subject of universities some of the great respect for evidence and analysis they show in their own professional work.

— Davidson Dunton

(A former President of Carleton University, Dr. Dunton is now with the Institute of Canadian Studies there.)

2/review in *The Financial Post*

"Canadians are being robbed . . . Canadian universities no longer take on the best students and no longer give their students the best education. The value, if not the very meaning of a university degree has been steadily eroded."

So begins this 160-page lament about the woeful state of affairs at Canada's institutions of higher learning. And the three authors — distinguished history professors all — don't stop until virtually every aspect of the university system has been held up to their harshly critical gaze.

The book's central theme is that academic standards have deteriorated massively at Canadian universities during the past 30 years. A long list of ailments is held to blame, mostly linked to two root causes. The first: the tremendous strain of expansion forced on the university system by a combination of the doctrine of universal accessibility and the arrival of the baby boom generation on college campuses. The second: the dismantling of elitist standards which (apparently) followed the radical student-power movements of the 1960s.

But whatever one may think of the merits of their case, and much of it certainly has been heard before, Bercuson, Bothwell, and Granatstein harm their cause with an unrelenting condescension that spares no one save themselves. The smarmy, patronizing tone is more than skin-deep, and it tends to damage the credibility of arguments that often are weakly stated or befuddled with inconsistency.

This is quite ironic, given the fierce assault launched by the authors at their fellow academics for low-calibre scholarship. It's also disappointing to find such a careless abundance of grammatical errors in a book — a polemic, no less — that dwells on the theme of gross illiteracy among today's university population.

The authors condemn everything from declining entrance standards and low tuition to unstructured curricula and the tenuring of incompetent, lazy professors. Along the way, student representation on university Senates, collective bargaining among faculty, overdependence of Canadian universities on political largess, and the dominant presence of businessmen on boards of governance all come in for attack.

In its favor, the book popularizes and to some degree illuminates an important public issue: the enormous need for reform confronting Canada's universities. Yet the authors fail to define clearly what the meaning of a university degree ought to be in the final decades of the 20th century. Rather than looking forward with vision, they appraise the present too often with sweeping, unsubstantiated generalizations and value judgments seemingly based on comparisons with sentimental recollections of days gone by.

—Giles Gherson

3&4/letters in *Globe and Mail*

On September 8th you published a full page excerpt and a half-page review of the recent book by Bercuson, Bothwell and Granatstein, with the provocative title "The Great Brain Robbery — Canada's Universities on the Road to Ruin." On page 79 the authors use data attributed to the University of Calgary to support their thesis that there has been rampant grade inflation in Canadian universities, thereby degrading the value of a degree. The authors note that data on grading practices are difficult to obtain, and focus on the University of Calgary because of the availability of such data at this institution. It should be noted that a report on final course grades has been made available annually at the University of Calgary for many years as a safeguard against creeping grade inflation!

The authors state that "at the University of Calgary grades awarded across the university in 1982 were almost 22 percent higher in 1982 than in 1969!." This is an erroneous conclusion and is a disservice to the many outstanding graduates of this University. The average grade in undergraduate courses at the University of Calgary was 2.41 in 1969 and 2.59 in 1982 (out of 4.00), as cited in the book — but this is an increase of only 7.5 percent! Moreover, both 2.41 and 2.59 are well within the grade band assigned to C+ (2.30 to 2.69) by the General Faculties Council; this is not an increase from C+ to B-, as the authors contend. A rigorous analysis of the average course grades for all the years in question shows the expected random fluctuations, and a long term trend indicating an increase of less than 7 percent over 14 years.

During this period the full-time student enrolment doubled — and the "mix" of students changed significantly. This included a decrease in the percentage of the total undergraduate student body who were freshmen, from 30.3 percent to 17.9 percent, and an increase in the median age. More than 36 percent of new students entering the University of Calgary now are transfer students from colleges and other universities, who enter the 2nd or 3rd year. Less of the attrition and the poorer academic performance which characterizes the freshman year are therefore now reflected in our average grades.

also shortened the period available to students on probation to demonstrate satisfactory performance, or alternatively, to withdraw from the University.

The rapid growth of the University of Calgary reflects public policy regarding accessibility to postsecondary education in Alberta. The "academic elite" which the authors advocate is still present on our campus, and includes some students who would have been denied admission under the former rigid regime favoured by the authors.

Readers should not be confused by the authors' example to explain the four-point grading system. They state that 3 A's, a B and a C lead to a grade point average of 3.66, whereas the correct result is 3.40! Is this an example of inflation in arithmetic?

Since these glaring errors seriously undermine the credibility of their other arguments, the authors, who claim expertise in the academic world, would have been well advised to have checked their source material and its interpretation more thoroughly.

Peter J. Krueger, D. Phil.
Vice-President (Academic)
University of Calgary

Professors David J. Bercuson, Robert Bothwell and J.L. Granatstein must be living in a sixties time warp, or not paying much attention to the politics of the contemporary university (Degrading The Degree — Sept. 8).

It is at least seven years since anyone there wished to "rap" rather than speak. It is at least five since students last clamored on Canadian campuses for representation on university committees and councils; many of the student seats on these, created in the sixties and early seventies, go unfilled because of student indifference. Student bodies now rarely publish appraisals of university faculty; student evaluation of faculty members is seldom initiated by students, but when done at all usually falls by default to the faculty to define and administer. I don't know of any university department where such evaluations outweigh peer evaluation.

The current dominant characteristic of campus students is not activism, it is apathy. The excerpt from the professors' book would have been timely a decade ago, when students freely pushed forward their opinions. It would have been timely when classes were sufficiently small that one could learn the names of all one's students — a necessary prerequisite to becoming "buddies" with them.

But in the contemporary university — where classrooms are crowded, few students appear to have opinions about teaching or administration, few wish to participate in university decisions, many actually seek out strict grading so that their degrees may be more valuable in a time of high unemployment, and where, in Toronto, a high school graduation average of 70 percent cannot guarantee admission — the article is as appropriate as a First World War cavalry charge.

Frank Davey
Department of English
York University

5/from a review in *Dalhousie University News*

(Following are excerpts from a review by Michael Cross, Dean of Continuing Education and former Chair of History at Dalhousie, which was published in the Dal News.)

It is familiar stuff. Almost everyone over 30, at one time or another, has thought that the young lack the virtues we displayed at their age. Almost everyone, after a tough day, has felt sure that they are working harder than their colleagues. Familiar. So why comment on bad-tempered diatribe by three aging historians? One reason is that few of us have our idle gripes distributed by Canada's largest commercial publisher. Another is that, as the sympathetic hearing given by the Toronto *Globe and Mail* and CBC suggests, there is a receptive audience for attacks on universities; budget conscious governments might be delighted to be told that universities would be better off with fewer students and fewer dollars. Finally, the book is worth attention as a warning to the university community. It should remind us that universities must account for their performance because there no longer is automatic acceptance of the value of higher education. More, as the views of these three scholars demonstrate, it is not safe to assume that even within the institutions there is a clear understanding of the role and purpose of universities.

One of the most serious deficiencies in this book is its high level of generalization. Two of the authors work at Toronto universities, the other at Calgary. Even assuming their indictment is an accurate portrayal of their own institutions, it is presumptuous of them to pretend to be speaking about "Canadian universities." Nova Scotians, at least, would not recognize their universities in the generalized picture of higher education drawn here.

This is the familiar Toronto-centred view of the universe. There is a brief citation from the Dalhousie Calendar; otherwise, the Nova Scotia educational experience is captured only in slighting references to life in the "boondocks." Many of the sins the authors ascribe to all universities simply are not present at Dalhousie. They deplore overspecialization in student programs, and argue that one cause of this problem is the proliferation of Faculties, the division of Arts and Science Faculties into separate divisions of Arts, Science, Social Science and so on. Dalhousie has a single Faculty of Arts and Science. And students here are much less specialized in their programs than I was as a student in the golden age of the 1950s.

The authors describe university decision-making bodies as dominated by students. Students are represented on Senate and on committees at Dalhousie, but always are in a small — perhaps too small — minority. Nor is there evidence here of students attempting "to exercise control over the people who will determine whether (they) pass or fail ...," as the authors claim is characteristic of modern university government. Their charges against faculty unionism are marked by similar extremism and are no more applicable to the Dalhousie experience than their charges against student politicians. The Dalhousie Faculty Association has not watered down tenure, as the authors claim is generally true, nor has it turned professors into "teaching drones, expecting to put in X hours in front of a classroom."

The questions are more complicated than Bercuson-Bothwell-Granatstein's grumbling about young people would allow. Both their dislike of the current student body and their harkening back to a mythic past betray their unwillingness to accept the nature of higher education in Canada. The Harvard model, which they so much admire, never applied here. The university of the 1950s, which they long for but only dimly remember, cannot and should not be resurrected. Universities now have many constituencies to serve, they cannot be content to cater to well-to-do, white, male, 18-to-22 year olds.

At Harvard, as at Dalhousie, more students drop in and out of university as financial and personal needs dictate, rather than proceeding directly from high school to three or four years of uninterrupted study. More return to education later in life. They bring greater varieties of qualifications, both academic and experiential, and they require greater varieties of educational experiences. A mobile society in which most people will pursue several distinct careers during their lives — such a society demands more from its universities. Reveries about the elitist college of the 1950s are abdications of responsibility.

A gentle summing up

"Every old man complains of the growing depravity of the world, of the petulance and insolence of the rising generation."

—**Samuel Johnson,** *The Rambler No. 50*

Sexual harassment: Action at Dalhousie

by Toni Laidlaw and Christine Boyle

When the Presidential Advisory Committee on Sexual harassment was formed at Dalhousie University in January of 1983, the issue of sexual harassment had become a prominent one on university campuses across the country. Dalhousie was no exception. Several cases had been brought to the attention of the Dalhousie Staff Association executive. A survey conducted by the Dalhousie Student Union found that the majority of female students who responded had experienced what they felt to be sexual harassment by faculty members or other students. Yet very few official complaints had been received.

The reasons for this may well have been complex but at least three were readily apparent. First, there was an absence of any agreed-upon procedures for dealing with complaints. Consequently those cases which did come forward were necessarily treated on an ad hoc basis resulting in inconsistent procedures and resolutions. Secondly, there was a general lack of understanding with respect to the issue of sexual harassment. Not only those who were charged with harassing, but many others on campus were still unable to recognize, acknowledge or take seriously the fact that a problem existed at all. (This is perhaps not so reprehensible as it first seems, when one considers that the term itself did not come into existence until 1975). Finally, there appeared to have been a general lack of awareness on the part of those who had experienced harassment that they could legitimately insist on a working and learning environment free of this type of behaviour.

Members of the Dalhousie Women Faculty Organization (DWFO), having been approached by students for advice on the issue, decided to take action. They set up a committee to investigate the problem and offer suggestions for possible procedures. This committee was asked by President W. Andrew MacKay to broaden its membership and become a Presidential Advisory Committee. President MacKay shared the concerns of the DWFO and also of the Ombuds' Office which had urged in its annual report that action be taken.

The Consultation Process

The Presidential Advisory Committee was highly representative of the Dalhousie community, consisting of members from the Faculty, Staff and Graduate Students Associations, as well as undergraduate students and representatives from the DWFO, the Council on Student Life, and the university administration. The committee was given the mandate of defining sexual harassment, devising procedures for dealing with complaints and proposing measures for education on the issue.

The process used by the committee to achieve its mandate played a significant part in the ultimate adoption of its recommendations. As described on page one of the final Report:

> The Committee began its proceedings by researching the issue of sexual harassment, reviewing the policies and structures used at other academic institutions in this matter, and studying the nature of the problem and present ways for handling it at Dalhousie. To expedite the process of recording its findings and formulating its recommendations, the membership was divided into sub-committees on definition, procedures, and education. Each of these groups regularly reported to the whole Committee where progress and proposals were further analyzed, discussed, and refined.
>
> In February, 1983 Part I of a preliminary report, consisting of a history and legal background of the issue and a proposed definition of sexual harassment, was distributed to the constituent organizations. Each body was asked to discuss the document with its members and to submit comments. The responses, which were received from all these groups, became a part of continued discussions among the Committee members in the preparation of its next draft. A second draft, this time including proposed procedures for dealing with incidents of sexual harassment as well as a definition and background, was submitted to the representative constituencies in May, 1983. Written remarks were again requested and received. Taking the concerns and suggestions of these bodies into consideration, another draft was prepared and distributed for comment in November, 1983. Each constituency replied with a letter supporting the recommendations outlined in this report. After further deliberations with the President and his advisors a final document was completed.

President MacKay accepted the advice of the Committee and put the Report before Senate for its information and advice. It has now been approved by the Board of Governors and is in the process of being implemented.

The benefits derived from this process proved to be very important. Most obviously, wide and continual consultation with the representative groups on campus meant that by the time we felt able to give our advice to the President, we were able to do so with the expressed support of all these groups. We also found the process to be of immense educational benefit both for committee members and for some of the many people we consulted. Not only did it sensitize each of us to the issue, but also members with divergent interests and concerns were able to appreciate the perspective of others and ultimately develop acceptable compromises without losing sight of our mandate and goals. Finally, it had the incidental benefit of making us feel good about what we were doing, despite the long hours, hard work, and seemingly endless numbers of meetings.

As one male student member put it in a letter, "The experience was certainly educative, and the spirit of co-operation, if not community, with which the committee worked was a wonderful treat. I count the time spent on the issue of harassment as one of the more enlightening and rewarding moments of my sojourn in Halifax and especially of my involvement in university affairs."

The Complaint Procedures

A preliminary but vital matter related to the appropriate subject matter of potential complaints: **What is sexual harassment?** The Committee studied a number of existing definitions, including that adopted by CAUT and decided upon a somewhat more restricted version:

> **Sexual harassment is defined as any sexually-oriented behaviour of a deliberate or negligent nature which adversely affects the working or learning environment. It includes, but is not limited to:**
>
> **a. Sexual solicitation or advance of a repeated, persistent or abusive nature made by a person who knows or ought to know that such solicitation or advance is unwanted;**
>
> **b. implied or expressed promise of reward for complying with a sexually-oriented request;**
>
> **c. reprisal in the form either of actual reprisal, or the denial of opportunity, or implied or expressed threat of actual reprisal or denial of opportunity for a refusal to comply with a sexually-oriented request;**
>
> **d. sexually-oriented remarks or behaviour on the part of a person who knows or ought to know that such remarks or behaviour may create a negative psychological or emotional environment for work or study.**

It was felt important that the definition include part (d), what is often referred to as gender harassment.

Other major decisions had to be taken. What process was most appropriate for an academic community? We proposed a structure comprised of an informal stage at which the people involved, with the help of an agreed-upon "neutral party," could try to resolve their own difficulties, followed, if necessary, by a formal hearing. It was agreed that the hearing panel was to be drawn from a representative Advisory Committee made up of equal numbers of men and women from the various constituent groups of the university. What follows is a simple representation of the steps in the process, some version of which may be used in our educational material.

- **Do you feel you or another person has been sexually harassed?**

Discuss the matter with any member of the Advisory Committee (the case officer). This person will advise you and explain the procedures.

- **Do you wish to make a complaint?**

Submit a written report to the case officer who will be responsible for the conduct of the case.

- **Do you wish to attempt an informal resolution of your complaint?**

If you and the person you are complaining about can agree on a neutral party to help you, you can try, through informal discussions, to reach a resolution acceptable to you both.

- **What happens then?**

Once any promises forming part of this resolution are performed, that is the end of the complaint.

- **What if you can't agree on a neutral party or resolution?**

Then you can either withdraw the complaint or proceed to a formal hearing, as you could if any promises were not kept.

- **Who hears the case?**

A panel of five members of the Advisory Committee drawn from various campus groups, including both men and women.

- **What do they do?**

They decide whether sexual harassment has occurred and if so

See SEXUAL page 9

ASSOCIATION OF CANADIAN UNIVERSITIES FOR NORTHERN STUDIES

ASSOCIATION UNIVERSITAIRE CANADIENNE D'ÉTUDES NORDIQUES

Executive Director

ACUNS is seeking an Executive Director whose appointment would commence on February 1, 1985. ACUNS is an Association of 33 Canadian universities active in northern studies and research. The Association publishes northern specialists lists and other reference material as well as sponsoring meetings on northern research and educational issues. Other activities include the Canadian Northern Studies Trust providing funding for advanced education of students and northern residents. The position requires ability to work with Canadian universities, industry, government agencies, native groups and others interested in northern education and research. Preference will be given to candidates with a demonstrated knowledge of education and research in the North. Management experience, preferably in a capacity which would provide familiarity with the agencies and groups involved in northern studies is desirable. Bilingualism is an asset. Term appointment, secondment possible. Remuneration at university scale. Submit resumes or inquiries by January 15, 1985 to:

J. Gordon Nelson, President
Association of Canadian Universities for Northern Studies,
130 Albert Street, Suite 1915, Ottawa, Ontario K1P 5G4

Directeur Général

L'AUCEN est à la recherche d'un directeur général qui entrerait en fonctions le 1er février 1985. L'Association est formée par 33 universités membres qui s'intéressent activement aux études et aux recherches nordiques. Elle publie des répertoires de spécialistes du Nord et d'autres ouvrages de référence, et elle organise des colloques au sujet de la recherche et de l'enseignement nordiques. Parmi ses autres activités, l'AUCEN administre la Fiducieire canadienne d'études nordiques, qui alloue des bourses d'études supérieures aux étudiants et aux Nord-Canadiens. Le directeur général doit pouvoir oeuvrer aisément avec les universités canadiennes, les entreprises industrielles, les organismes publics, les associations autochtones et autres qui s'intéressent à l'enseignement et à la recherche nordiques. La préférence sera accordée aux candidats qui ont une connaissance manifeste de l'enseignement et de la recherche dans le Nord. Il leur serait avantageux d'avoir de l'expérience en gestion, si possible à un niveau qui les aurait familiarisés avec les organismes et les associations s'occupant d'études nordiques. La connaissance des deux langues officielles serait un atout. La nomination du directeur général sera faite pour une période déterminée, et il est possible d'envisager un détachement. La rémunération est comparable à celle des universitaires. Les curriculum vitae et demandes de renseignements devront être soumis avent le 15 janvier 1985, à:

M.J. Gordon Nelson, Président
Association universitaire canadienne d'études nordiques,
130, rue Albert, Bureau 1915, Ottawa, Ontario K1P 5G4

YORK UNIVERSITY
TORONTO, CANADA

Dean, Faculty of Fine Arts

Applications and nominations are invited for the position of Dean of the Faculty of Fine Arts.

The Faculty of Fine Arts, the largest of its kind in Canada, consists of the Departments of Dance, Film/Video, Music, Theatre and Visual Arts, with graduate studies in all departments. There are approximately 90 full-time faculty and 1400 students.

Candidates should be distinguished scholars and/or artists in one or more of the five areas, and should have an understanding of the other disciplines. They should have qualifications appropriate to a senior faculty appointment within a department and preferably have administrative experience. The appointment is normally for a term of five years, and commences July 1, 1985.

Applications and nominations will be accepted until December 31, 1984 and should be submitted to:

Professor Stanley Beck, Chairman, Search Committee for the Dean of Fine Arts, Room 417, Osgoode Hall Law School, York University, Downsview (Toronto), Ontario M3J 2R5.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SEXUAL HARASSMENT — from page 8

what action should be taken. Their decision is sent to the President who will then commence implementation in accordance with any relevant collective agreements.

Experience at other institutions suggests that most complaints will be resolved by agreement at the informal stage. It is our hope that this will be the case at Dalhousie. We believe that the resolutions will involve the kind of undertakings which mature and responsible people would make when faced with the knowledge that their actions have had an unnecessary negative impact on others.

A university has a relatively complex structure and the addition of new procedures is not easy, given existing hierarchies and collective agreements. A significant aspect of the procedures ultimately adopted was the role of the administration, Since any member of the University community is a potential complainant or respondent, an outside safe-keeper was proposed to maintain records.

As can be seen from the foregoing, the responsibility of the administration is to provide its share of members for the Advisory Committee and to implement the findings of the hearing panel in any particular case. This produces, in the case of the Faculty Association, a somewhat unwieldy process because the disciplinary process set out in the collective agreement will have to precede the actual implementation of any disciplinary measures unless waived by the member concerned.

While this is not ideal and may well be the subject of further attention, an early decision had to be taken as to whether to propose procedures to be negotiated with the various unions or to suggest predisciplinary procedures in the interests of speed of implementation. We opted for the latter. It is hoped that a more streamlined process will be considered if experience bears out the obvious difficulties inherent in our procedures being followed by a further hearing mandated by the collective agreement. This underlines the desirability of complaints being settled at the informal stage.

Education

It goes without saying that problems such as this will only be eradicated with a change in attitude on the part of those who presently harass others, whether consciously or unconsciously. An educational program was regarded as essential by the Committee and by President MacKay. The education sub-committee had the responsibility both of devising an educational program for the people who would be involved in the process and for the university community as a whole. The following steps were proposed:

...that information sessions on the topic (be held) and (that) the procedures be provided each September to student bodies, such as residences and societies, and to faculty and staff groups at no cost. Moreover, a brochure is to be prepared and printed which outlines and explains the definition of sexual harassment and the avenues for addressing incidents of harassment at Dalhousie; this brochure would be distributed to faculty, students and staff at the beginning of each academic year. Information on procedures should also be included in Faculty Calendars. We further recommend that posters advising the University community of how to address problems of harassment and who to approach in such matters be displayed in various places on campus, including departments, libraries, the Graduate House, the Student Union Building, and residences. Appropriate books, articles and pamphlets on the subject of sexual harassment should also be collected and maintained by the Committee.

These proposals are presently being implemented with a view to producing a brochure and appropriate posters by the time the students arrive in the fall. Training for neutral parties and others is also being planned.

Conclusion

Ongoing assessment is built into the procedures since a stage was reached at which it was felt that further progress could not be made on a theoretical level. We needed to see how our proposals worked in practice and learn from experience. Thus the new Advisory Committee is to take responsibility for the evaluation of the procedures. It will make a report to the President after two years or three complaints have been resolved or withdrawn. Any deficiencies which emerge should therefore be remedied at a very early stage.

If any reader wishes to learn from our experience or to obtain a copy of our report, entitled *A Plan for Positive Action: the Report of the Presidential Advisory Committee on Sexual Harassment*, we would be delighted to help in any way we can. As the Report says, "...the University occupies a special place in society, with a responsibility for the discovery and sharing of knowledge. This aspiration demands a commitment to an atmosphere of reciprocal respect amongst all members of the University community. Sexual harassment is the negation of such reciprocal respect." Collective action to respond to the problem is the embodiment of such respect.

Toni Laidlaw, of Dalhousie's Department of Education, and Christine Boyle of the Faculty of Law, are members of the Presidential Advisory Committee on Sexual Horassment. While this article represents their particular views, much of it is based upon the work of the committee.

Teacher needs help

by Brian Cameron

Amnesty International

Kamoji Wachiira, 39, a senior lecturer in geography at Kenyatta University College (part of the University of Nairobi), was arrested at the college on 28 June 1982. At the time he was doing research on soil erosion and afforestation in Kenya. He had not been active in politics or spoken publicly on political issues.

He was held uncharged and apparently without legal basis for a fortnight, until 13 July, when the government published notification of his detention under the Preservation of Public Security Act. The act permits indefinite detention without charge.

Kamoji Wachiira was one of six university lecturers arrested in mid-1982, at a time of political tension in Kenya.

However, the government has at no stage explained the grounds for Kamoji Wachiira's detention.

A legal action by him and three other detainees challenging the validity of their detentions was rejected in the High Court in April this year.

The Chief Justice ruled that they should put their complaints to the Detention Review Tribunal, which reviews detentions every six months. They are in fact reported to have complained previously to the tribunal, but to no avail.

Kamoji Wachiira is in Kamiti maximum security prison, Nairobi, and has reportedly been allowed only one visit by his wife and one by another relative. Although he suffers from a slipped disc, he apparently has to sleep on his cell's cement floor (he has blankets) — despite a doctor's recommendation that he be allowed a mattress.

Please send courteous letters appealing for his release to: His Excellency the Hon. Daniel arap Moi/President of the Republic of Kenya/Office of the President/ P.O. Box 30510/Nairobi/Kenya and/or

His Excellency Mr. Sospeter Onuko Mageto, Ambassador, Gillin Building, Suite 600, 141 Laurier Ave., West, Ottawa, Ont. K1P 5J3.

CAUT contributes this space to Amnesty International. Individual members who wish to support AI, should write to: (English-longuage) Amnesty International, 294 Albert Street, Suite 204, Ottawa, Ont. K1P 6E6; (French-longuage) Amnestie Internotionale, 1800 Boulevard Dorchester Ouest, Suite 127, Montréal, Québec H3H 2H2.

The University of Lethbridge

Renowned for its liberal educelion philosophy, The University of Lethbridge is growing dynemicelly in progrems of instruction, research contracts and student enrolments. There are 260 faculty for the 3,100 students. Three Faculties offer six four-yeer undergraduate degrees as well as a Masters degree in Education. New buildings include the Performing Arts Centre, acclaimed as Canede's finest universtiy fecility for study in the performing arts, and the Mex Bell Regionel Aquetic Centre, an Olympic standerd pool which opens in December, 1985.

Dean
Faculty of Professional Studies

Applicants should heve strong academic end professional credentials, successful edministretive experience, and demonstrated leedership abilities. Also required is a commitment to excellence in teaching and research.

The Feculty of Professional Studies is mede up of the School of Management, School of Nursing, and School of Fine Arts. It is also responsible for liaison with the Lethbridge Division of the University of Celgery Feculty of Socie! Welfare.

Management offers a four-yeer degree progrem in generel studies or with concentrations in any one of severel specialized fields. Nursing offers a two-year post-basic degree program for practising Registered Nurses. Fine Arts offers four-year degrees in fine erts and music, es well es a mejor in dremetic arts. Fine Arts elso administers the Art Gellery end Theetre operetions.

Director
School of Nursing

Applicants must have en advenced degree end experience in Nursing. Desirable quelifications include experience in Nursing educetion end curriculum development at the University level, and the capecity to deal effectively with external orgenizetions involved in health cere educetion and delivery.

Offering the post-besic Bechelor of Nursing (B.N.) degree, the progrem combines elements of liberal education, foundetionel studies, professionel nursing instruction, end field experiences.

Dean
Faculty of Arts and Science

Applicants should have strong academic end professionel credentials, successful administrative experience, end demonstrated teadership abilities. Also required is a commitment to excellence in teaching and research.

The Faculty of Arts and Science is comprised of 17 academic departments and offers four-year B.A. and B.Sc. progrems es well as 18 disciplinary mejors, three multidisciplinary mejors, and several other programs of instruction. The Faculty elso administers one and two-year programs for transfer ot credit to professional facutties at other universities.

The University's philosophy of liberal education is entrenched in the Feculty ot Arts and Science. All first and second-year students, whatever their educetional goals, enrol in the Faculty of Arts end Science to ensure breadth of studies.

Terms

- Closing dete for applicetions is December 30, 1984.
- Starting dete for eech position is July 1, 1985.
- In accordance with Canedian immigration requirements, this edvertisement is directed to citizens end permenent residents of Cenade.

The University of Lethbridge, helping to celebrete the City of Lethbridge 100th Anniversary

Nominetions and applications should be sent to:

John H. Woods
President and Vice-Chancellor
The University ot Lethbridge
4401 University Drive
Lethbridge, Alberte
T1K 3M4

Shils subtly suggests surgery (radical)?

The Academic Ethic by Edward Shils	104 pp., University of Chicago Press, Chicago and London, 1983.

by Alan Rudrum

Though attributed to a single author, this is the report of a study group on the responsibilities and ethics of the academic profession. It deserves to be read in conjunction with The Great Brain Robbery. Stylistically, two books could scarcely differ more, but both touch upon problems ignored within the universities for too long. Quiet, modest and impersonal in tone as this work is, platitudinous as its ethical reflections may appear, some of its observations and recommendations would have consequences akin to radical surgery were they followed.

Self-inflicted hurts

The state that some universities (or, perhaps more fairly, some departments) are now in, is not merely due to fickleness in government funding, it is also self-inflicted, and if regeneration is desired this book should be read by administrators and academics alike. It ought to be studied within faculties and departments, and local history evaluated in its light. This may well be a pious hope; the frank evaluation of local history is rarely a priority in universities. Caplow and McGee (The Academic Marketplace, 1958) wrote of "a tradition of secrecy, ignorance and self-deception ... remarkable in a social group wedded to the forms of truth," and Sir Walter Moberley, (The Crisis in the University, 1949) found it necessary to stress that "academic patriotism...does not exclude, but rather impels, a clear recognition and searching diagnosis of ailments."

The fundamental duty

Shils begins at the beginning, with the fundamental obligation of scholars to the truth: "If truth, objectivity and rational argument are myths there is no point in teaching and research and no point in taking any particular care in such more specific tasks as making academic appointments, giving expert advice and so on." This may seem obvious, but Shils thinks not: "There is abroad today a desire...to derogate or even to dissolve the idea that truths can be discovered and taught." It may not be surprising, then, that the obligation to truth has not always been recognized or that academics sometimes forget "that the cultivation of truth in all the fields in which they study and teach and the respect for truth in their practical activities are essential to and distinctive of their calling."

This restatement of fundamentals is followed by historical analysis (of the new situation of universities and its challenge to the academic ethic), and two chapters on the academic obligations of university teachers and their obligations to their "environing society." The topics raised are too multifarious for brief summary; any experienced university teacher who cares about his or her institution and profession will find that most of the matters discussed have been objects of concern at one time or another.

The ruling junta

Occasionally one registers disagreement, as at the statement that "the great weight laid on achievement in research as evidence of success in the academic career has been associated with an increased indifference to the affairs of one's university...to the detriment of academic citizenship." Sometimes this is true; sometimes it is merely propaganda put out by less active researchers. In more than one department, good scholars have been deliberately excluded from the decision-making process because their complicity in the agenda of the ruling junta was less than total.

One might consider the ideal set forth here and the kind of thing that sometimes happens in practice. Shils writes: "It is the high quality of achievement...which gives to a good university the tone which brings out the best in its teaching and research and which communicates itself to its students. Mutual trust, mutual respect, solicitousness for younger members and the like are all indispensable but they cannot compensate for the absence of rigour in the choice of new members for the academic staff of a university...the decisions to discontinue, re-appoint or promote...must apply the same standards as are appropriate to the appointment of new members."

That Shils knows what has sometimes happened in practice is indicated when he says that in every university there are some departments that are weaker than is justifiable, that curative vigilance cannot undo past errors and is in any case unlikely, unless universities enforce the rule that "academics who have been careless in the application of stringent criteria in making or recommending appointments are not entitled to participate in decisions regarding appointments."

Sleeping dogs

That is, until the situation is reversed which presently prevails in weak departments in universities which constitute their hiring and tenure committees by popularity-poll. (As I wrote above, there are recommendations here which would amount to radical surgery if followed!) He suggests indeed that the right of weak departments to propose appointments should be suspended. However, Shils recognizes (that this could only be done "where ...academic citizenship is stronger than the desire to let sleeping dogs lie." Yes indeed.

Alan Rudrum is with the Department of English at Simon Fraser University.)

The University of Lethbridge

School of Management

Position: Tenure track positions are available in the areas of Marketing, Information Systems (to interact with accounting), and Native Management.
Qualifications: Preference will be given to those candidates with, or who are near completion of, a Ph.D.
The School: A four-year old school, the faculty presently numbers 20 and development funding for growth is assured until 1986. The Bachelor of Management (B. Mgt.) program is a four-year program. The first two years are spent in preparatory study in the Faculty of Arts and Science, and the final two years are devoted to professional study in management. Concentrations are offered in: accounting, marketing, human resources management, finance, public administration and native management.
Rank: Assistant Professor; **Commencement:** July 1, 1985; **Salary & Benefits:** Competitive with other universities in Western Canada and includes provisions for professional development and research. Interested individuals should forward a resume and three letters of reference to: **Dr. George Lermer, Director, School of Management, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4.**

THE UNIVERSITY OF ALBERTA

DOYEN

Faculté Saint-Jean

La Faculté Saint-Jean de l'Université de l'Alberta est à la recherche d'un doyen qui entrerait en fonction le 1er juillet 1985. La Faculté Saint-Jean est une faculté multi-disciplinaire de l'Université de l'Alberta. Elle offre des programmes de Baccalauréat ès Arts, Baccalauréat en pédagogie et Baccalauréat ès Sciences. Un total de 350 étudiants à temps plein dans ces programmes bénéficient d'un milieu universitaire francophone. De plus, son Centre de l'éducation permanente rejoint plusieurs communautés à travers l'Alberta.
Le doyen a la responsabilité administrative de 24 professeurs à temps complet et de plusieurs professeurs à temps partiel. On recherche chez les candidats des qualifications académiques appropriées, une expérience administrative dans un milieu universaitaire ou dans une situation comparable, et la capacité d'assumer un leadership efficace. Vu le rôle particulier de la Faculté Saint-Jean, les candidats devraient être compétents en français et en anglais et sensibilisés aux besoins de la communauté canadienne-française.
Les présentations de noms et les mises en candidature, accompagnées d'un curriculum vitae, doivent parvenir au Vice-Président (académique) le ou avant le 15 janvier 1985:

Vice-président (académique)
The University of Alberta
Edmonton, Alberta
T6G 2J9

L'Université de l'Alberta a une politique d'égalité en matière d'emploi.

Université de Montreal
Faculté des arts et des sciences

Département d'informatique et de recherche opérationnelle

Postes de professeur

Dans le cadre d'un plan d'expansion établi pour une période de cinq ans, le Département d'informatique et de recherche opérationnelle sollicite des candidatures pour plusieurs postes de professeurs en informatique. L'Université de Montréal offre des programmes de baccalauréat, de maîtrise et de doctorat en informatique ainsi qu'un programme de perfectionnement pour des étudiants admis. Le Département compte actuellement 29 professeurs, 600 étudiants au premier cycle et 150 étudiants inscrits aux études supérieures. Le Département possède plusieurs mini-ordinateurs, des bibliothèques pour le développement de logiciel et deux VAX 750 et d'autres équipements pour le développement de logiciel et les applications graphiques. Le Centre de calcul de l'Université de Montréal dispose de deux Cyber (modèles 835 et 855) et de deux VAX 780 pour l'enseignement et pour la recherche. Des ordinateurs IBM situés à l'École Polytechnique font aussi partie du réseau local.

Fonctions
Enseignement de l'informatique aux trois cycles (B.Sc., M.Sc., Ph.D.); recherche; direction d'étudiants gradués.

Exigences
Doctorat ou l'équivalent en génie logiciel, bases de données, systèmes parallèles ou répartis, langage de programmation, intelligence artificielle, robotique ou dans un domaine connexe.

Rang et traitement
Selon les normes de la convention collective en vigueur.

Date d'entrée en fonction prévue
1er juin 1985

Date de clôture des candidatures
15 décembre 1984

Les candidats sont priés de faire parvenir leur curriculum vitae à:
M. Noël Silvestre
Directeur
Département d'informatique et de recherche opérationnelle
Université de Montréal
C.P. 6128, succursale A
Montréal (Québec)
H3C 3J7
Tél.: 343-7090

Conformément aux exigences prescrites en matière d'immigration au Canada, ce poste de concours s'adresse aux citoyens canadiens et aux résidents permanents.

Telidon for universities

Telidon, the Canadian videotex system, is maturing as an electronic medium for the creation, storage, and interactive use of text and graphics. It has been standardized as NAPLPS, the North American Presentation Level Protocol Syntax.

In the field of education the graphics protocol lends itself readily to computer-assisted instruction and interactive learning packages, to testing modules, distance education, and information retrieval. Teachers and students can use standard telecommunications systems to access remote educational databases.

CONSORTEL (the Consortium for the Exchange of Telidon and Telematics Materials) is a consortium of some 50 colleges, universities, public libraries, and other non-profit organizations, under the overall direction of the Inter-Provincial Association for Telidon and Telematics (IPATT). The consortium is establishing a prototype electronic network which should be operating by 1985, and will issue a quarterly catalogue to inform educators at all grade levels across Canada about Telidon products for education. It will serve as a key forum for the exchange of information, experience, and references in this dynamic field, and will represent the first national consolidation of information about the educational uses of Telidon technology.

The accuracy and completeness of the CONSORTEL Catalogue depend upon material submitted by contributing agencies. If you are working with Telidon for instructional purposes, CONSORTEL would like to hear from you. Contact Suzanne L. Clouthier, Editor, CONSORTEL, 4675 West 12th Avenue, Vancouver, B.C., V6R 2R7.

McGill University
Montreal

Director of Libraries

Applications are invited for the position of Director of Libraries at McGill University. The appointment will be for an initial five-year term and may be renewed. The Director of Libraries is equivalent in academic rank to a dean and reports to the Vice-Principal (Academic). He or she will possess scholarly and administrative qualifications appropriate for the direction of a major university library system. These will normally include a doctoral level degree in an academic or professional discipline, and previous experience in a university library. A degree in Library Science, Information Science, or Management, or their equivalents will be highly desirable. Fluency in French as well as English will be an asset.
McGill University has a collection of 2.2 million volumes, grouped into five subject-oriented area libraries, with a staff of 283 including 70 professional librarians. The Director prepares and allocates the total budget in excess of $10 million in consultation with senior management personnel.
The position is currently open and the effective date of appointment will be as agreed upon with the successful candidate. Salary is negotiable depending on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.
Interested candidates should send a detailed curriculum vitae and the names of three referees before December 31, 1984 to: **Dr. S.O. Freedman, Vice-Principal (Academic), McGill University, 845 Sherbrooke Street West, Montreal, Quebec, H3A 2T5.**

CAUT/CACUL work out Chief Librarians guidelines

by Sandra Zuk
and Dennis Felbel

In the fall of 1979, the Council of the Canadian Association of College and University Libraries (CACUL) decided there was a need for guidelines on the hiring procedures, terms of appointment, and performance reviews of the chief librarians of Canadian academic libraries. CACUL invited the Association of Universities and Colleges of Canada (AUCC) and the Canadian Association of Research Libraries (CARL) to participate. CARL accepted, the AUCC declined.

Early meetings of the joint CACUL/CARL task force in 1981 attempted to produce guidelines for chief librarians and for senior administrators. The work on the senior administrators' guidelines was set aside when it became apparent that CARL was only interested in guidelines for chief librarians.

By September 1981, a document had been developed that was acceptable to all members of the joint task force. It was approved by the CACUL Council later that fall, but rejected, at the November 1981 CARL meeting. A revised version was approved by the CACUL Council in 1982, and sent to the CACUL Annual Meeting in Saskatoon in June. CACUL members identified deficiencies in the guidelines and they were not approved. The membership recommended that the document be forwarded to the CACUL Academic Status of Librarians Committee for revision.

CAUT then became involved in the development of the guidelines. The CAUT Librarians' Committee proposed to a cooperative CACUL/CAUT effort, largely as a result of the success of an earlier CACUL/CAUT group which prepared the work known as "Guidelines on Academic Status for Librarians". That document was ratified by the governing bodies of the two associations in 1977. It has acted successfully since as a guide — virtually, a creed — for librarians in their endeavors to gain academic status at universities across Canada through bargaining and other means.

A CACUL/CAUT Committee was established. CACUL members consisted of Sandra Zuk (University of Winnipeg), Tom Fleming (Dalhousie), and Richard Ellis (Memorial) — all members of CACUL's Academic Status of Librarians Committee. CAUT members consisted of Ann Rae (University of Toronto), Dennis Felbel (University of Manitoba) — both members of the CAUT Librarians' Committee — and Vic Sim, CAUT Associate Executive Secretary.

Each group met independently and produced drafts which were subsequently discussed at joint meetings during 1983 and early 1984. The result was the 1984 document entitled: "Guidelines for the Appointment and Review of Chief Librarians." These Guidelines were approved by CAUT Council in May, and by CACUL at its meeting in June.

During the deliberations of the CACUL annual meeting, provision was made for CACUL members to review and comment on the Guidelines during the upcoming year to see if any revisions were appropriate. Such revisions would be carried out by CACUL and CAUT in 1985. Copies of the guidelines are available from the CAUT office and were printed in the CAUT's *Negotiator* Vol. 1, No. 15 (November 1984).

Organisations sont atterrés

Les représentants de neuf organisations d'universitaires du monde entier, réunis à Washington, D.C., du 17 au 20 septembre 1984, se sont dits atterrés par les menaces dont font et risquent de faire l'objet l'enseignement supérieur et les principes d'importance fondamentale pour les universités. Ils ont évoqué, en particulier, les menaces dont la liberté universitaire et la permanence de l'emploi font l'objet dans de nombreux pays et ils ont réaffirmé leur attachement à ces principes et leur détermination de résister aux tentatives faites afin de les affaiblir ou de les saper à la base. Ils ont publié la déclaration suivante:

Le mandat premier d'une université, découvrir et diffuser des connaissances, suppose absolument la liberté universitaire et intellectuelle. La liberté de la recherche est indispensable à l'avancement de la vérité; la liberté de l'enseignement est d'importance fondamentale pour la protection des droits de l'étudiant dans l'acquisition du savoir et du professeur dans l'enseignement du savoir.

Les universités doivent à la société de défendre et de maintenir ces libertés et de voir à ce que ceux qui excercent une carrière universitaire puissent bien s'acquitter de leurs responsabilités. Les professeurs d'universités doivent demeurer à l'abri des pressions des milieux particuliers et de l'intervention politique afin de pouvoir répondre aux attentes de la société et s'acquitter de leurs responsabilités éducatives.

La permanence de l'emploi constitue la sauvegarde pratique de la liberté universitaire et de la responsabilité personnelle. A ce titre, elle est essentielle au maintien de la liberté intellectuelle et de hautes normes d'enseignement et d'érudition. C'est le moyen qui protège les professeurs d'université contre la malveillance personnelle ou la coercition politique et grâce auquel ceux qui, après une rigoureuse évaluation, obtiennent un emploi universitaire continu ne peuvent être renvoyés que pour des raisons d'ordre professionnel et suivant des voies régulières.

Les événements, survenus dans des situations où la permanence de l'emploi n'existait pas ont toujours prouvé qu'elle est indispensable à la liberté professorale dans les universités. Les nations ne doivent pas oublier les leçons du passé et doivent s'employer à faire en sorte que nos établissements de haut savoir continuent de répondre aux besoins éducatifs d'une société libre.

Signataires: Association canadienne des professeurs d'université; American Association of University Professors; American Federation of Teachers; Association of University Teachers (Royaume-Uni); Association of University Teachers of New Zealand; Federation of Australian University Staff Associations; Irish Federation of University Teachers; National Education Association (États-Unis); Syndicat national de l'enseignement supérieur (France).

DALHOUSIE UNIVERSITY
FACULTY OF LAW
Nova Scotia, Canada

The Faculty of Law, Dalhousie University, invites applications for both tenure track and term appointments to begin July 1, 1985.

The Faculty is particularly interested in applications from those with qualifications and teaching interests in public law, jurisprudence, corporate and commercial law.

While preference is given to Canadian citizens and landed immigrants, applications from others eligible for employment in Canada are welcome.

Dalhousie University is an affirmative action employer.

Applications should be directed to:

The Dean
Faculty of Law
Dalhousie University
Halifax, Nova Scotia B3H 4H9

University of Windsor
DIRECTOR
SCHOOL OF SOCIAL WORK

Applications are invited for the position as Director of the School of Social Work effective July 1, 1985
The successful candidate should have achieved scholarship in Social Work education with administrative experience and be able to provide strong leadership in the continued development of research activities and academic programmes at both the undergraduate and graduate levels.
Written nominations or applications for the position, accompanied in the latter case by a detailed résumé outlining academic qualifications, teaching and research experience and the names of three referees, should be submitted by January 1, 1985 to:

Dr. Kumar Chatterjee
Chairman, Search Committee
School of Social Work
University of Windsor
Windsor, Ontario
N9B 3P4

Phone: 519/253-4232, Ext. 3066

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of New Brunswick
Assistant Professor
Department of French, UNB Fredericton

Applications are invited for a probationary (tenure-track) appointment as Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates must hold a doctorate in the field of French (or Applied) Linguistics (translation, terminology, semantics), and should have a native or near-native command of French, together with some experience in teaching French at the university level. This position requires research competence and involves teaching at the graduate (MA) and undergraduate level in applied linguistics as well as teaching language courses in French. Salary commensurate with experience. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1985 with closing date for competition declared when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of New Brunswick
Lecturer/Assistant Professor
Department of French, UNB Fredericton

Applications are invited for a possible probationary (tenure-track) appointment as Lecturer/Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. For the rank of Assistant Professor candidates must hold a Ph.D. in the field of French (or Applied) Linguistics and should have a native or near-native command of French, together with experience in teaching French at the university level. This position requires research competence as well as teaching at the graduate (MA) and undergraduate level. Salary commensurate with rank and experience. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1985 with closing date for competition declared when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Freeze reheated

In his recent letter (October 1984), Professor Hilborn overlooks the main argument for a nuclear freeze, which is that both sides accept that there is a rough parity in nuclear arms and the consequent futility of trying to coerce the other side by acquiring new ones. This would mean that each side recognized that its real national interest demanded that it come out of the negotiations with a fair agreement, and not one in which it has attempted once again to get the advantage over the other.

Nor do I understand why Professor Hilborn links up the "no first use" policy with refusing to provide adequate conventional forces in Europe. Of course, if the West does not have adequate military capacity, this should be corrected. But NATO has been in existence for some 40 years. It has always been ahead of the USSR in technological capacity. The number of soldiers on both sides is roughly equal. Given that an attacking force needs a three-to-one advantage, why does Professor Hilborn assume that the West does not have sufficient force to defend itself? I leave aside the question of why the Soviet Union would wish to attack the West in the first place, and what it might hope to gain by it.

Professor Joseph Levitt
History Department
University of Ottawa

Always learning

As a reader of the CAUT Bulletin I wish to express my shock and disappointment over the continued ignorance of your staff about the University of New Brunswick. This ignorance was illustrated again in August when you stated the constituency of the University of New Brunswick to be York-Sunbury.

For 20 years there have been 2 (two) campuses of UNB, one in Fredericton, the other in Saint John. The riding of York-Sunbury does not reach Saint John (the largest city and only metropolitan area in New Brunswick).

For a paper specialized in university affairs, it is disappointing to see a perpetuation of ignorance over the Fredericton campus of UNB (c. 6,000 students) and the Saint John campus of UNB (c. 1,200 students). You do not make similar errors over the multi-campus of Québéc University or the Military Colleges.

I hope you will take this letter in the spirit in which it is written — we all are learning all the time.

Neil B. Ridler
La Garde, France

Banks vs. Kerr

I was disappointed in Robert W. Kerr's review of *Procedures for Meetings and Organizations* by M.K. Kerr and H.W. King (Bulletin, September 1984.) Mainly, I suppose, because the reviewer's conclusion is exactly the opposite of mine.

Although many of his comments on the book are favourable, the last sentence of his review reads: "An organization may find the book is better used as a handbook to identify procedural matters on which it ought to have its own rules than as an actual set of rules to adopt." I, on the other hand, consider this book the only Canadian one published to date, which has the potential to replace *Robert's Rules of Order* in Canada as a recognized authority on procedure at meetings of non-profit corporations and unincorporated societies.

Like Robert, it was written not to assist organizations in framing their own rules, but to provide a uniform set of rules suitable for adoption. Some organizations which adopt such an authority may also need a few special rules of their own, but Kerr and King, again like Robert, hope to minimize this need.

It is not my practice to comment publicly on reviews with which I happen to disagree. I am doing so now only because I have made an intensive study of both Canadian and American manuals on procedure at meetings, and I feel that my views may be helpful to Bulletin readers.

I do not understand Robert Kerr's complaint that the authors have not made a clear distinction between organizing and meeting. As far as I can see, the distinction couldn't be plainer — Part I deals with the former, the rest of the book (Parts II-IV) with the latter. I think the reviewer has misunderstood the authors' intentions. Their purposes, I believe, were to provide (1) a guide to forming an organization — something generally included in American books on procedure at meetings, but not in Canadian ones, and (2) a set of rules suitable for organizations to adopt. I don't think they intended to describe other things that organizations do and it seems to me unreasonable to criticize a book for not doing something that its authors did not set out to do.

I am not saying that the Kerr and King book is perfect; indeed, I have criticized some aspects of it in a review article in the October 1984 issue of the *Parliamentary Journal* (published by the American Institute of Parliamentarians, P.O. Box 12452, Fort Wayne, IN 46863). Anyone interested can read my views there; the article also deals with two other Canadian books, Jenkins' *Conduct of Canadian Meetings (1983)* and the third edition of Wainberg's *Company Meetings (1982)*.

In spite of my criticisms, my overall impression of the Kerr and King book is favourable and I hope that many Canadian organizations, including university governing bodies, will adopt it at least on a trial basis.

Margaret A. Banks
Law Librarian
The University of Western Ontario

Bulletin out of step?

The left-wing political stance adopted by CAUT Bulletin is unfortunate. It is possible that the majority of Canadian professors are left of centre, but even if that is so the left-wing coloring of the official publication is both conceptually unwise and pragmatically foolish.

The left-wing stance is well illustrated by the September issue and its handling of recent events in British Columbia. Michelle

See **LETTERS page 13**

THE UNIVERSITY OF ALBERTA

THE UNIVERSITY OF ALBERTA

The University of Alberta is seeking an academic and administrative leader for its Faculty of Arts. The Faculty is organized and administered according to disciplines in eighteen departments. In the academic year 1984-85 there are 382 permanent academic staff, 225 sessionals, and approximately 4,580 full-time and 870 part-time students. Most arts students are registered in three-year General B.A. programs with 27 different areas of concentration. There are also four-year specialized programs which include the B.A. (honours), the special B.A. and the Professional Bachelor of Fine Arts and Bachelor of Music Programs. The B.A. in Canadian Studies is a recent addition. The Faculty of Arts occupies four campus buildings. The Dean is assisted by three associate deans, one assistant dean, the faculty secretary and administrative and clerical staff.

Written nominations or applications for the position, accompanied in the latter by a résumé of qualifications and experience and the names of three referees, should be submitted by **January 15, 1985** to

The Vice-President (Academic)
University of Alberta
Edmonton, Alberta, Canada, T6G 2J9

The University is an equal opportunity employer.

Dalhousie University

Dalhousie University, with 7,800 full and 1,450 part-time students in three undergraduate, a gradaute, and three professional Faculties, seeks an Assistant Vice-President (Student Affairs).

The establishment of this position is part of a programme to develop the University's capacity to communicate and administer policies and procedures of the University effectively and in a manner consistent with the general interests of students and faculty. The individual appointed to the position will play a central role in the realization of a renewed commitment to a high quality of student life.

Reportin to the Vice-President (Academic and Research) and assisted by an experienced and established staff, the successful candidate will be responsible and accountable for the operation of the Admissions and Awards Offices, the Registry, and the Calendar Office. Suitably qualified candidates will have senior administrative experience in the field of student affairs in a university or similar setting; superior management, communications and planning skills; a record of leadership and a high level of initiative. Candidates for this position should be aware that Dalhousie University is an equal opportunity employer, and that this advertisement is directed to Canadian citizens and landed immigrants, in accordance with Canadian immigration regulations. Please reply to: The Vice-President (Academic and Research), Dalhousie University, Halifax, Nova Scotia, B3H 4H6 prior to December 31, 1984.

The University of Manitoba

Department of Applied Mathematics

DEPARTMENT HEAD

Applications are invited for the position of Professor and Head of the Department of Applied Mathematics. In the Faculty of Science, the Department has Major programs and a Joint Honours program with Statistics; a graduate program is envisaged. The Department is also responsible for all mathematics service teaching, including graduate courses, in the Faculty of Engineering. The University wishes to attract to the position a person with leadership qualities who is an established researcher with a Ph.D. degree or the equivalent, preferably active in one of the newer fields of applied mathematics. Headship terms in the Faculty of Science are normally for a period of five years. Salary negotiable depending on qualifications and experience. Applications should be received by February 1, 1985 and the appointment will take effect July 1, 1985 or as soon thereafter as practicable. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applications should be sent to:
P.K. Isaac, Chair, Applied Mathematics Headship Selection Committee, University of Manitoba, Faculty of Science, 250 Machray Hall, Winnipeg, Manitoba, Canada, R3T 2N2.

Minister lets Yanks outflank Bovey inquiry?

The Ontario government has decided to allow an American university to offer a program in education to students in Ontario. CAUT President Sarah Shorten and OCUFA President Bill Jones pointed out that this blatantly contradicts the government's contention that there may be too many education faculties in Ontario at the present time, which led it to establish the Bovey Commission. Shorten and Jones wrote the following joint letter to Bette Stephenson, Ontario's Minister of Education and Colleges and Universities:

The Ontario Confederation of University Faculty Associations and the Canadian Association of University Teachers are very concerned about the decision of the Ontario government to allow Niagara University, an institution based in the United States, to offer programs in education in the Province of Ontario. You and the Premier have both on occasion argued that there may be too many education faculties in Ontario universities and that this justifies your government's interest in seeking new forms of concentration and differentiation among the universities of the province. We understand that this is, in your view, one of the purposes of the Bovey Commission.

See **YANKS page 13**

LETTERS — from page 12

Morisette's article is shot through with bias, innuendo and inconsistency. On the one hand students cannot now afford education in British Columbia, we are told, but on the other hand hundreds of students are being refused places in high demand areas. We are told about the freezing of professorial salaries and departures for the U.S. No context is provided. How do departures compare with those of previous years? How do professorial salaries in British Columbia compare with those in the U.S.A., and in other provinces? What were the increases in the years before the freeze? Most important of all, what has happened to British Columbia's economy in the last few years and how have the working conditions of university professors fared compared with, say, those of manual workers, about whom left-wingers profess such concern? I am sure no one, including Premier Bennett, enjoys cutting support for education, but such action must be seen in context. Oh, I know the left-wing reponse. Massive public spending in the public sector is the answer to every problem. That's what President Mitterrand preached in France. It took a year of reality to change his mind.

I am not suggesting there is an editorial conspiracy to turn CAUT News (sic) into a left-wing propaganda sheet. Journals earn reputations and writers contribute where they think they will be published. A circle, vicious or otherwise, develops and the in-group rarely thinks of itself as being exclusive. If I wanted to publish a left-wing article, I would send it to CAUT News (sic) rather than to the Toronto Sun. Whatever the cause, the result is a matter of concern.

Conceptually, an official publication should surely represent a full range of political views. It is the editorial responsibility not only to publish interesting material but to maintain some kind of intellectual and political balance. Pragmatically, it is sheer bad politics for us to paint ourselves as rather quaint, totally impractical, welfare state big spenders at a time when most of the elected governments in Canada are centrist or right of centre.

Professor Mark Holmes
Department of Educational Administration,
Ontario Institute for Studies in Education

(Apropos the question of the financial straits of the province of British Columbia, the following excerpt from a paper by A.R. Dobell, Director of the School of Public Administration at University of Victoria. Prof. Dobell is also President of the Institute for Research on Public Policy. — Editor.)

The government would like to sell the message that all the harsh measures contained in its post-election program are forced upon it by the fact that there is no more money. But to characterize recent events as somehow reflecting some restriction on "ability to pay" rather than personal choice, political discretion, or collective priorities is absurd.

There is no question that government revenues are depressed presently, and exhibit longer-term structural problems as well. But both the use of revenues and the size of revenues are products of political judgement reflecting a reading of community preferences. A government which continues to spend millions of dollars on roads to high-income condos in ski resorts, while cutting expenditures on salmonid enhancement or reforestation in exercising a discretionary choice, not responding to limits on ability to pay. A government which elects to continue work on a domed stadium or Expo 86 or subsidized coal exports and to save a few thousand dollars by cutting income support to the handicapped is making a statement about priorities, not accepting the dictates of some mythical resource constraint.

A community which accepts reduced support for its school system while spending millions on gear and expenses for yachts or recreational vehicles, millions on wine and spirits, and millions on cigarettes is not acting from imposed limits on ability to pay. A community which supports government action to chop support for activity centres for seniors while enjoying the second lowest personal income tax rates in Canada, and one of the lowest in the Western industrialized world, is not responding to economic realities, but reflecting political preferences.

These might all be appropriate outcomes, but they are not inevitable. There may be a taxpayer revolt, but it is a matter of taste, not circumstance, and the sooner the Fraser Institute apologia based on "ability to pay" is stripped away, the sooner we will have some rational debate about the serious consequences of the priorities this present government adopted in exercising its discretion on behalf of the community.

Inscrutable criticism

I can't work out whether Maurice Helperin's criticism of Gloria Sampson's "elaborate apology for the social isolation imposed on visiting foreign teachers in the People's Republic of China," (Bulletin letter, September 1984), is tongue-in-cheek, disingenuous, or cuckoo.

At all events, to rap Ms. Sampson over the knuckles for criticizing what Professor Halperin himself describes as an "overriding concern with conformity and state security" on China's part, displays a disturbing and dangerous politeness over the question of what does or does not constitute fair game for criticism.

Prof. Michael Taylor
English Department
University of New Brunswick

Neither thee nor me

The history of CAUT cannot be satisfactorily written in the correspondence columns of The Bulletin. But the letter from Willard Allen and Gordin Kaplan (Bulletin, September 1984), purporting to give an account of CAUT's handling of the Santhanam case at Loyola College, Montreal, in 1970 should not pass unchallenged.

They represent the episode as an honourable difference of opinion between the Academic Freedom and Tenure Committee and the Executive and Finance Committee. That would be a plausible reading if E&F had rejected (as it had every right to) the recommendations of AF&T. What it did, in fact, was to accept the recommendations, and then at the last minute back away from them.

We must leave it to historians more detached than Allen, Kaplan, or Malloch to decide if the actions of the E&F Committee in this case enhanced the credibility of CAUT. It is a matter of record that during the year following the special Council meeting of April 1970, the governing bodies of five universities (Mount Allison, SFU, UQAM, Ottawa, and Victoria) indicated plainly that they did not find CAUT credible at all.

A.E. Malloch
English Department
McGill University

YANKS—from page 12

It does, therefore, seem to us irrational to authorize additional programs in education without, so far as we know, any academic review by the university community. We can only presume that you and the Premier have reversed your view on the supposed duplication of faculties of education and that you are now indicating to the Bovey Commission that this is no longer a problem from the perspective of the government.

We also note that from time to time the Government of Ontario has chosen to chide the universities of the province for a supposed lack of commitment to the Canadian experience. It does seem to us inconsistent with this perspective to authorize a United States university to offer programs to Canadian teachers in Ontario. These are the very people, of course, whom the government must rely on to convey the nature of that Canadian experience to the next generation.

We fear that such inconsistence might lead the public to suppose that educational policy is based more on rhetoric and the crisis of the moment rather than on abiding principles.

MERRY CHRISTMAS

Faculty Positions
University of Saskatchewan

Applications are invited for two tenure-track faculty positions at the Assistant Professor level commencing either January 1, 1985 or July 1, 1985. Applicants should have a Ph.D. in Computer Science or Computer Engineering (or should be nearing completion of this degree). Candidates from all areas of Computer Science or Computer Engineering are encouraged to apply. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salaries will be in the range of $34,000 to $42,000 depending on qualifications and experience. The University of Saskatchewan services approximately 14,000 students with a very attractive campus that overlooks the South Saskatchewan River in Saskatoon. A young, vigorous and expanding Department of thirteen provides B.Sc., B.Comm. and M.Sc. degree programs in Computer Science and a joint Computer Engineering program. A Ph.D. degree is offered on a special case basis and a formal program is currently under review. The Department has available some excellent research facilities featuring a VAX 11/750 running UNIX in addition to very good undergraduate facilities that are administered by Academic Computing Services. Although "in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents", all qualified persons are strongly encouraged to apply. Please direct enquiries and applications to:

Dr. P.G. Sorenson, Head
Department of Computational Science
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0
(306) 343-3783

EDITOR

CANADIAN JOURNAL OF HIGHER EDUCATION

Applications and nominations are welcomed for the position of Editor, Canadian Journal of Higher Education. The Journal is published 3 times a year by the Canadian Society for the Study of Higher Education. The Editor is appointed for a three-year term. Applicants are requested to send a curriculum vitae to:

Dr. Bernard S. Sheehan
Faculty of Management, MA 526
The University of Calgary
Calgary, Alberta T2N 1N4
(403) 284-7159

McGill University
Vice-Principal (Research) and Dean of the Faculty of Graduate Studies and Research

The present term of the Vice-Principal (Research) and Dean of the Faculty of Graduate Studies and Research ends on August 31, 1985. An Advisory Committee has been established to review this position and it now invites nominations and applications. The appointment, effective September 1, 1985, is normally for a five-year term and may be renewed. The Vice-Principal (Research) has overall responsibility for Industrial Research McGill, McGill International, the Office of Inventions and Patents, the Research Contracts Office, the Research Grants Office and the Biotechnology Office. The Dean of Graduate Studies supervises and administers the programs, budgets, and all activities of the Faculty of Graduate Studies. Appropriate scholarly and administrative experience is required; facility in French is desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and nominations will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by **December 31**, 1984, to: **Principal D.L. Johnston, McGill University, 845 Sherbrooke Street West, Montreal, Quebec H3A 2T5**

McGill University
Dean of the Faculty of Religious Studies

Nominations and applications are invited for the position of Dean of the Faculty of Religious Studies of McGill University. The appointment, effective June 1, 1985, is normally for a five-year term and may be renewed. The Dean of Religious Studies is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; a working knowledge of French is desirable. The Faculty of Religious Studies, including the Institute of Islamic Studies has 19 full-time and 11 part-time faculty members and teaches approximately 120 (full-time equivalent) undergraduate and approximately 80 (full-time equivalent) graduate students. Programs are offered leading to the degrees of Bachelor of Theology, Master of Sacred Theology, and Doctor of Philosophy. In addition, students enrolled in the Faculty of Arts may follow programs in Religious Studies leading to the degrees of Bachelor of Arts and Master of Arts. Three colleges are affiliated with the Faculty: Montreal Diocesan Theological College of the Anglican Church of Canada; Presbyterian College; United Theological College of the United Church of Canada. These enrol their candidates for ordination in the McGill Bachelor of Theology program followed by one year of professional training jointly provided by the three colleges and culminating in the Master of Divinity degree. The Institute of Islamic Studies, which is a graduate institute within the Faculty, is concerned with the study of the Islamic tradition. Both the Religious Studies and the Islamic Studies sectors of the Faculty have extensive library holdings. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted, preferably by December 31, 1984 to: **David L. Johnston, Principal and Vice-Chancellor, McGill University, 845 Sherbrooke Street West, Montreal, Quebec H3A 2T5.**

The Language of the Skies by Sanford F. Borins

McGill-Queen's University Press, 1983

Adios okay, but au'voir is non non

by Patrick O'Neill, Shelley Potter and Rachel Thibeault

Here is a Canadian aerial snapshot:

A francophone Air Canada pilot was leaving Montreal on a flight to Montego Bay. After finishing his normal air-ground communications in English, he said farewell to the Montreal controller in French. His anglophone co-pilot objected furiously. When the francophone pilot tried to discuss the matter the co-pilot refused, because he rejected the idea of bilingualism. Several hours later, over Cuba, the co-pilot finished a conversation in English with a controller and then, in keeping with the custom of bidding farewell to controllers in their own language, said "adios." The francophone tried to tell his co-pilot that it is no worse to salute a Québécois in French than a Cuban in Spanish. But the anglophone disagreed so vigorously that the two did not speak to each other, except for necessary exchanges, for the rest of the month they spent together as crew.

That episode is recounted in this detailed, yet lively, account of the bilingual air traffic control controversy that raged throughout the 1970s.

Une ancienne réalité

En 1964, quand Maurice Baribeau devint l'administrateur régional du Québec pour le Ministère Fédéral des Transports, il y avait seulement neuf francophones parmi les 110 contrôleurs aériens de la province. M. Baribeau et son personnel profitèrent de toutes les occasions possibles pour encourager des francophones à concourir pour les postes de contrôleur. Quand le nombre des contrôleurs francophones augmenta, une question surgit: la langue de travail devait-elle être l'anglais ou le français? Les anglophones unilingues voulaient que l'anglais soit la langue de travail car leur emploi en dépendait. Pour les francophones, cette attitude réflétait simplement une ancienne réalité au Québec: dans toutes les situations impliquant à la fois des anglophones et des francophones, la langue de communication devait être l'anglais, même si tous les interlocuteurs, à l'exception d'un seul, étaient francophones.

Hysteria is sobering

Borins documents the stormy history of this period of Canadian aviation toward its eventual — bilingual — solution. Along the way there were strikes, inquiries, and divisive advertising campaigns. Perhaps the tone of the advertising best captures the bitterness of the conflict.

For instance, a full-page ad, called the government racist and arrogant, then linked the bilingualism issue to capital punishment: "Why should the government be so anxious to spare lives of murderers...when they are ready to sacrifice the lives of innocent Canadians in pursuit of a cultural fantasy?" For those optimists among us who hope that we are pursuing more than a fantasy, the hysteria generated by the issue of bilingualism in the skies is sobering.

Les gros titres

Les gros titres suivants, indicateurs du conflit, raviveront chez les lecteurs des souvenirs de l'époque: "Les Québécois ont toujours 'pollué' les sphères de l'aviation" (Le Soleil); "Le ciel aussi sera français" (Le Devoir). Ils se rappelleront aussi que le conflit touchait à beaucoup d'aspects de la vie canadienne, et qu'il attira l'attention de plusieurs groupes: le Parti Québécois, par exemple, cherchait à obtenir un avantage politique par le biais de cette situation; le Nouveau Parti Démocratique, lui, appuyait le bilinguisme, mais était peu disposé à s'élever contre un syndicat — même si ce syndicat luttait contre le bilinguisme.

There may be much to distress optimists, as Borins tells his tale, but there is also much to give them hope. The problem was resolved, and it is useful to read this book as a guide to solutions as much as a chronicle of conflict. This is a story that has its heros as well as its villains. We might expect the defenses of bilingualism that came from leaders like Jean Marchand and Pierre Trudeau. But there were also significant moments of courage by leaders who had to go against their anglophone consituency: men like Otto Lang and Donald MacDonald.

Two stood tall

Two men stand particularly tall. Both had important roles to play in solving the crisis and, just as important, they symbolized the bilingualism they were advocating. Keith Spicer was first commissioner of official languages — a professor who had once advised unilingual anglophones to learn French by finding francophone lovers. He took the air traffic conflict as an opportunity to fashion his role as a true linguistic ombudsman rather tban a mouthpiece for government policy.

Yves Fortier was commission counsel for the inquiry that finally resolved the dispute. Borins quotes journalist Sandra Gwyn who wrote in Saturday Night "Watching Fortier perform, switching back and forth from English to French without missing a beat, in the middle of examining a witness, it occurs to me that he epitomizes the Canadian style at its most elegant: the kind of dual-culture Canadian that, if English and French Canada go their separate ways, will soon cease to exist."

Nous recommandons ce livre non seulement pour sa description d'un incident peu reluisant dans l'expérience canadienne, mais aussi parce que l'auteur explore la possibilité que nous puissions améliorer la façon dont nous vivons et travaillons ensemble.

Patrick O'Neill and Rachel Thibeault are in the Psychology Department at Acadia University. Shelley Potter is in the Psychology Department at Sir Wilfred Laurier University.

FAPUNB/FNBCA Executive Director

Desmond Morley was named Executive Director of the Federation of New Brunswick Faculty Associations/Fédération des Associations de Professeurs d'Université du Nouveau-Brunswick effective Sept. 17, 1984. Morley, un avocat, est diplômé des universités Concordia et McGill. Auparavant, il était directeur général de l'Agence de la Pomme de Terre du Nouveau-Brunswick.

E. Patrick McQuaid

South of the border

"Our students are generally very averse to Reading or thinking, and expect to learn everything in a short Time without Applications, and there are Quacks in sundry Parts of the Country, who undertake to teach young Men everything that can be taught, by Way of Amusement, and in a short time. It is only by Time and Perserverance that public Prejudices can be removed especially when they are encouraged by many Quacks in Education, and many Scribblers in the Newspapers and Magazines, whose Nonsense is greedily swallowed by Youth because it flatters their Indolence, and persuades them that Learning may be obtained without time or Labour."

Sound familiar? Like it could be from the currently controversial book on Canadian higher education, or from the reams of "findings" churned out over the last few years on this side of the border? The author of these observations was Charles Nisbet, a strict Calvinist who assumed the presidency of Dickinson College, a Pennsylvanian seminary, in 1785. It seems the vogue these days to recycle such musings when piecing together a report, constructive or otherwise, on what's wrong with the schools. But perhaps we are at a point where repeating the obvious is our only worthwhile endeavor. Fact is, I lifted the Nisbet quote from the bound wisdom and assorted by-products of a Carnegie Foundation colloquium on graduate education *(Scholarship and Its Survival,* Princeton). My own observation isn't original either, but beyond the urge to slip in one last line of Orwell before the close of an especially significant year, it is worth repeating.

On the same day that illuminati gathered at Carnegie's Princeton headquarters, the last round-table analysis of the alarmist *A Nation At Risk* was orchestrated by the Reagan Education Department in Indianapolis. The vice-president of Indiana University at Bloomington, oddly enough, was at Princeton, lamenting the fact that the hoi poloi back home would garner more than its share of media attention. Still, in a matter like education, you take your allies where you find them, and so, the time was ripe to capitalize on the debate over the elementary and secondary schools and start complaining about undergraduate education.

The new tide will wash up reports from the National Institute of Education (the ministry's research arm), the National Endowment for the Humanities, the Carnegie Foundation for the Advancement of Teaching, the Association of American Colleges, and a host of individual scholar-journalists.

I have two major complaints about these sort of studies and popular press spinoffs. One is the assumption that the problems of the secondary schools are "spreading" into the colleges. Far too often top brass at our leading universities, who years ago reformed the undergraduate curriculum, now wash their hands of the trickle-down effect they have had in the primary and secondary schools. My second objection is methodology. Some time ago, I was part of a brainstorming session for an upcoming private study. Much of this study will be based on an earlier one, in which a sizable number of students and faculty members were surveyed, mainly on how they spent their time and on their attitudes about social issues. Questions directed to students were often worded quite differently from those submitted to faculty respondents. For instance, a question concerning "social programs" on one survey read "social problems" on another. The point of the survey was to compare the attitudes of one group against the other. On another issue, it was determined what fraction of their time faculty spent on research by asking how many hours were spent on teaching and consulting with students. Research time was assumed to be whatever hours remained.

Three years ago, panelists at an Association of American Colleges meeting concluded that the baccalaureate was hardly worth the paper to print it. This February the AAC will issue its final report on Quality and Coherence in Baccalaureate Education. By then, two other national reports will have surfaced. The Chairman's Study Group on the State of Learning in the Humanities in Higher Education will have found that "the condition of learning in the humanities is not satisfactory," and the National Institute of Education will have released its "blueprint for improving the quality of baccelaureate education."

"The numerous recent reports on secondary education in America are as revealing in what they neglect as in what they address," writes Stuart A. Rosenfeld, research and program director for the Southern Growth Policies Board at Research Triangle Park, North Carolina. Many educators share his sentiments and worry that crucial issues in higher education will be given short shift in this new spate of reports. Rosenfeld's commentary appeared in the September 26 issue of Education Week under the heading, "Vocational Agriculture: A Model for Education Reform." It's a good read, and worth digging out.

Speaking of neglect, only one of the nation's seven education research centres sponsored by the National Institute concentrates on issues concerning higher ed. Before the close of this year, 11 new centres should have been contracted, (contracts on the existing seven were scheduled to expire in September), and the NIE hopes to establish two for the study of teaching and learning at the college-level. The proposal has already drawn sharp fire from a variety of camps, including the Institute's internal policy-making council.

The sorry state of higher learning and what we know and don't know about it, received "an eight-count indictment" in the pages of *Change* magazine recently. Author Charles E. Finn, professor of education and public policy at Vanderbilt University, says the new concern is a logical outgrowth of the fuss over American schooling and, he adds, it is "long overdue."

Universities, faced with declining enrolment projections, have lowered their standards to recruit warm bodies. Unqualified students have been admitted and colleges have bent over backwards to retain them. Very few faculty members at U.S. colleges and universities have added to the expansion of knowledge, he charges. In fact, too many did "very little work" at all.

We needn't consult the tea-leaves to speculate the furious debate these reports will precipitate. Surely the deadwood concern will surface and many will argue that collective bargaining has effectively cancelled out the need for tenure. Others will charge that legislative meddling has crippled the education enterprise, that the colleges and universities are in a bad way, that poorly trained professors and badly managed campus budgets are to blame, and that a federal bailout is urgently needed.

President Nesbit could confidently re-issue his 1785 plaint: "It is an Affliction to Teachers in this Country that on Account of prevailing Prejudices among the People, most of their Time and Pains is lost in a vain Attempt to perform Impossibilities. Most of those who attend this Seminary expect to do as much in one Year, as it is possible for any Man to do, with the best Assistance, in four or five.

"And as they have much Influence with their Parents that they can obtain their consent to anything they choose; it is often in vain to oppose their inclinations.

"Few Parents take Pains to write us, or to enjoin their Children to submit to our Directions, so that they go away when they please, and sometimes in a very raw and ignorant State, which we cannot help, tho' it may hurt the Reputation of the Seminary."

Négocions/Collective bargaining action news

by Robert Léger
CAUT Professional Officer

Dr. Ivy Bennett applied for what is called at Wilfrid Laurier University "a candidacy appointment," which leads to tenure consideration. The University refused to grant her that appointment. Professor Bennett applied for judicial review under the Judicial Review Procedure Act of Ontario.

The basic ground of the application was that she had not been given a fair hearing, because at no point was she advised of the essence or substance of the allegations made about her conduct in the classroom. The Divisional Court quashed the University's decision and the Court of Appeal dismissed its appeal. In his judgment, Judge J. Steele said: "While a court should be reluctant to intervene in University affairs, in the present case the University commenced the process and, by its own rules, provided for a grievance procedure. The applicant availed herself of that procedure and the University, by refusing to let her know the case that she had to meet, did not properly follow it. This was manifestly unfair..."

This case is important because it shows the extent to which the courts are now prepared to go to insure that fairness is afforded faculty, even in cases of applications for a tenure-stream appointment. The CAUT and the Wilfrid Laurier Faculty Association are going to share the cost of the application.

AU QUÉBEC

Le gouvernement ayant décidé des montants à allouer pour l'indexation des salaires au premier janvier des années 1984, 1985 et 1986, *l'Université de Sherbrooke* a insisté auprès de ses professeurs pour différer ces augmentations au premier juin de chaque année plutôt qu'au premier janvier. Le SPUS a finalement convaincu l'administration de payer l'indexation aux dates prévues pour les années 1984 et 1985. Une entente est aussi intervenue sur une meilleur sécurité d'emploi.

A **Laval**, les deux partis se sont entendus en avril pour que cinq options de retraite soit offertes aux professeurs dont la demi-retraite à 55 ans et la retraite progressive.

En résumé, toutes les négociations sont terminées au Québec excepté à l'**Institut Armand Frappier**. On s'attend cependant à ce qu'un réglement intervienne rapidement à l'Institut, réglement qui devrait ressembler à celui des autres institutions du réseau de l'Université du Québec.

5 PERCENT QUESTION

In Ontario, many university administrations have tried with varying success to follow the government "advice" not to increase salaries by more than 5 percent. At **York** the members of the union voted for strike action in September, which was averted upon the successful completion of a mediated settlement. This provided for an increase that is over the 5 percent guideline, however you calculate it. Furthermore, the administration tried to force the York University Faculty Association to accept non-compensation proposals that would have removed from the collective agreement protections over the way academic work is carried out. None of these changes was contained in the settlement proposal.

At **Trent**, many issues are contested by both parties including the 5 percent question. At the time of writing, a strike vote was imminent. At **Laurentian**, the Faculty Association asked for conciliation, but the procedure was to no avail. One of the problems is that the administration feels obliged to follow the 5 percent guideline. At press time, a general membership meeting had been called and a strike vote was to be held. The Faculty Association planned to ask for mediation. At the **University of Waterloo**, the association is seeking a legally enforceable binding agreement outside of the Ontario Labour Relations Act. At **Hearst**, the association thought that they had a settlement in July, but it seems that the administration has changed its mind because the agreed settlement was giving the faculty an increase greater than 5 percent.

UNIVERSITY OF TORONTO

A l'Université de Toronto, l'association des professeurs désirait négocier une procédure pour régler les questions salariales qui soit finale et obligatoire, et ce, en dehors du Ontario Labour Relations Act. Une impasse s'étant produite dans ces négociations, l'association décida de convaincre les membres de l'opportunité d'étudier sérieusement l'accréditation. Cependant à la vingt-troisième heure (et demie), les deux parties réussirent à s'entendre sur une solution satisfaisante qui permettre de résoudre les impasses sur les questions monétaires. Les deux parties ont ratifié cette entente de principe. La procédure encourage un réglement négocié et permet un stage de mèdiation pour aider les parites à s'entendre. Si une entente n'intervient pas, un comité d'arbitrage est formé composé de deux membres nommés par les parties et d'un president neutre. La décision est finale et exécutoire si la décision est unanime. Si elle n'est pas unanime, la décision est finale à moins d'être répudiée par le "Governing Council" sur la recommendation du Président de l'université. Cependant, si la décision est ainsi répudiée, la décision d'un comité d'arbitrage siégeant l'année suivante sera finale et exécutoire, qu'elle soit unanime ou non. The **Faculty Association** at the University of Toronto wanted a fair, binding, final and independent procedure to solve any impasse on monetary issues within their special plan agreement. An impasse in the negotiation of this special plan occurred and the association decided to look at certification as an alternate solution. The issue was discussed with many groups of members throughout the university. However, at the eleventh hour, negotiations were fruitful and the two parties found a solution that met their mutual concerns. It provided for a system of resolving impasses over compensation matters. The agreement was ratified by both the Faculty Association and by the Governing Council. The process provides for full opportunity to negotiate a settlement. If agreement cannot be reached, a dispute resolution panel comprising two nominees and a neutral chairperson is named. The decision of the panel is binding if unanimous. If not unanimous, it is binding unless rejected by the Governing Council on the recommendation of the President. If there is a rejection, the decision of the panel in the following year would be final and binding whether unanimous or not.

See NÉGOCIONS page 16

Les chercheurs du Québec: Whatever could they want?

What do Quebec's researchers want? Cette paraphrase peut définir l'incompréhension des milieux anglophones devant les revendications québécoises en matière de fonds fédéraux alloués à la recherche. En effet, à prime abord, l'accès aux fonds fédéraux de recherche est le même pour tous les chercheurs quelque soit leur province d'origine. Mais un facteur différencie la deuxième plus importante province du Canada. Ce facteur, que les sociologues américains ont appellé "l'effet Saint-Mathieu," peut se résumer ainsi par la phrase de cet apôtre: "Les riches n'en deviendront que plus riches et les pauvres plus pauvres." En effet, il a été prouvé aux Etats Unis que le financement de la recherche joue de façon cumulative avec le temps au bénéfice de ceux qui sont déjà au départ les plus forts. Ceci explique donc qu'en 1982-83 les universités francophones ne reçoivent que 14,4 pour cent de tous les octrois fédéraux, soit le même pourcentage qu'en 1970. En fait, comme le soulignait récemment le Conseil des universités, c'est en partant exactement des mêmes données chiffrées que l'on a élaboré la philosophie du rattrapage pour la recherche universitaire québécoise francophone...Plusieurs facteurs permettent d'expliquer cet échec du rattrapage québécois.

FAIBLE PARTICIPATION DES PROFESSEURS

Les chercheurs québécois francophones participent en moins grand nombre que leurs collègues anglophones aux concours des conseils subventionnaires. C'est surtout le cas au Conseil de recherche en sciences naturelles et en génie (CRSNG), où le taux de participation des chercheurs franco-québécois est le plus faible au Canada avec 57 pourcent alors que la moyenne nationale est de 72 pourcent. Il en résulte que l'université québécoise qui se classait le mieux aux concours du CRSNG en 1981-82 était McGill. Pourtant elle n'occupait que le huitème rang à l'échelle canadienne, immédiatement suivie par l'Université de Montreal, et en 22ième position, de l'Ecole Polytechnique.

Cette faible participation peut s'expliquer par le manque de qualification des candidats francophones. Dans un récent avis au ministre de l'Education, le Conseil des universités soulignait que parmi les 26ième principales universités canadiennes, les institutions québecoises francophones se classent le plus souvent entre la 18ième et 26ième en ce qui concerne la proportion de leurs professeurs titulaires d'un doctorat. La situation n'est pas près de changer puisque de 1971-72 jusqu'à ces dernières années, la position du Québec vis-a-vis l'Ontario, pour la production de diplômés de doctorats a peu variée; celle-ci reste, globalement, deux fois et demi moindre! Ainsi entre 1978 et 1982, l'Ontario a produit 875 doctorats alors que des universités québécoises il n'en sortait que 355. Et encore, la moitié venait des universités anglo-québécoises!

L'HISTOIRE DE LA POULE ET DE L'OEUF

Ce faible nombre d'étudiants au doctorat, doublé par une politique de décentralisation, fait que nombre de départements n'ont pas une masse critique suffisante pour répondre aux critères des conseils subventionnaires. Ce problème de masse critique se reflète également dans la difficulté des universités à obtenir les ressources de qualité pour le développement de la recherche. C'est un peu l'histoire de la poule et de l'oeuf. D'ailleurs dans les belles années où ministres pequistes et libéraux fédéraux se livraient une guerre des chiffres sans merci, les uns affirmaient que si le Québec ne parvenait pas a créer une masse suffisante de chercheurs c'est qu'Ottawa ne donnait pas une juste part des fonds destinés à la recherche alors que le point de vue fédéraliste était de dire que Québec n'avait qu'à former plus de doctorats...

Si les universités québécoises n'obtiennent pas leur juste part dans les fonds allouées par le CRSNG, il en va autrement dans les sciences humaines et dans les sciences de la santé. Ainsi 30 pourcent des fonds distribués par le Conseil de recherches médicales va au Québec. Cependant, moins de la moitié de ces subventions vont aux universités francophones. Dans les sciences humaines, les chercheurs québécois obtiennent un pourcentage équitable des subventions, soit 28,5 pour cent.

L'EFFORT DE QUEBEC

Si le rattrapage ne s'est pas effectué du côté fédéral, le gouvernement québécois a été logique avec lui même en augmentant sa contribution à la recherche. Ainsi en 1969-70, la contribution du gouvernement québécois au financement de la recherche était de 13,8 pour cent alors qu'en 1982-83, elle était passée à 20,2 pour cent.

Mais cette manifestation de bonne volonté du gouvernement québécois a eu un effet boomerang. En effet, plusieurs chercheurs n'ont plus vu l'utilité d'appliquer aux concours fédéraux puisque l'argent était disponible à Québec. De plus la concurrence est moins forte à l'échelle provinciale que fédérale. Ainsi au Conseil de recherche en sciences humaines (CRSH) on a constaté une certaine désaffection des chercheurs francophones qui étaient pourtant très forts aux concours.

A ce propos, le Conseil des universités a mis en garde le gouvernement québécois contre le double emploi avec les conseils subventionnaires fédéraux, d'autant plus que les priorités thématiques arrêtées par les conseils fédéraux, et surtout par le CRSNG, coincident de façon assez frappante avec celles là même que s'est données le Québec. Pour éviter cette situation, les Conseil des universités recommande donc au gouvernement québécois d'avoir recours à des incitations financières de façon à encourager les équipes qu'il subventionne à aller chercher au fédéral le maximum de crédits budgétaires disponibles.

LE RAPATRIEMENT DES FONDS FÉDÉRAUX

Parce qu'il considère avoir "une compétence exclusive aussi bien sur les établissements universitaires que sur leurs activités," le gouvernement du Québec, dans son énoncé d'orientation de 1980 en matière de recherche scientifique, a réclamé le rapatriement de tous les programmes de subventions à la recherche universitaire et à la formation administrés par le fédéral. Cette option éviterait un double emploi des fonds alloués à la recherche; cependant elle ne fait pas l'unanimité puisque tous les milieux consultés par le Conseil des universités, dont la Fédération des associations de professeurs des universités du Québec (FAPUQ), se sont prononçés pour le maintien d'un double système de financement direct de la recherche et contre le rapatriement au Québec de l'administration des fonds fédéraux consacrés à la recherche universitaire.

LE PROBLEME DES CENTRES DE RECHERCHE

Les subventions à la recherche universitaire ne représentent qu'une partie des sommes dépensées par le gouvernement fédéral pour la recherche. Un des autres secteurs où le Québec a longtemps été défavorisé est la répartition des centres de recherches du Conseil national de recherches du Canada (CNRC). Avant 1982, le seul centre de recherche fédéral en terre québécoise était l'Institut de génie des matériaux qui vient d'inaugrer ses nouvelles installations en 1984. Depuis ce temps, le CNRC a obtenu l'autorisation de construire en centre de recherche sur les biotechnologies à Montréal, un institut d'optique-laser à Quebec, et un centre de recherche en électrochimie à Shawinigan, sans compter trois nouveaux centres de recherches dépendant de ministères. (Centre de recherche sur la transformation des aliments à Saint-Hyacinthe; Centre de recherche en océanographie à Sainte-Flavie; Centre de recherche en bureautique à Laval.) Le Québec a ainsi accaparé la moitié des 300 millions de dollars que le gouvernement fédéral a décidé d'investir ces dernières années.

NÉGOCIONS — from page 15

OUT WEST

At **UBC** negotiations are continuing on a framework agreement. At the time of writing, the Faculty Association was expecting a new proposal from the administration. At the **University of Calgary**, the Faculty Association and the administration arrived at a settlement under their memorandum of agreement of one year. There is no increase on scale, but in general the teachers did receive merit increments as usual. Members at the ceilings were also considered for merit increments. Improvements in benefits were agreed upon. The Agreement to Bargain Collectively has also been negotiated and has been ratified by 87.5 percent of the membership voting. It is expected that it will be ratified by the administration.

DOWN EAST

At **Dalhousie**, negotiations broke down and the Faculty Association has asked for a conciliator. A strike vote was held and 82 percent of the voters were in favor of strike action. This translates in 66 percent of the total bargaining unit in favor of strike action. The problem issues are the management of financial constraints, benefits, salary, control of pension funds, and the resolution of grievance.

At **Mount Allison**, a very long negotiation ended with a first contract. For the first time, a salary scale is to be implemented. The principle of progress through the ranks has been accepted. Procedures for promotion and the granting of tenure are to be implemented. In both cases, committees will be composed of a majority of faculty (collegiality). They now have, also for the first time, a grievance and arbitration procedure in place.

At **Saint Thomas**, a settlement was finally reached on monetary issues. Nevertheless, the inclusion of part-time teachers in the bargaining unit was not settled by negotiations. The Union was going to ask for the voluntary recognition of the faculty association as the unique bargaining agent for part-time teachers at Saint Thomas. If this is not obtained, the Faculty Association will probably try to formally certify the part-time teachers.

All universities menaced

Representatives of nine organizations of university academics from around the world, meeting in Washington, D.C., September 17-20, 1984, expressed grave concern over existing and potential threats to higher education and to principles which are fundamental to the universities. In particular, they discussed the threats in many countries to academic freedom and tenure in the universities, and reaffirmed their commitment to these principles and their resolution to resist attempts to weaken or undermine them. They issued the following statement:

The primary mandates of a university, the discovery and the dissemination of knowledge and understanding, are absolutely dependent upon academic and intellectual freedom. Freedom in research is fundamental to the advancement of truth: freedom in teaching is fundamental for the protection of the rights of the student in learning and of the teacher in teaching.

Universities have a responsibility to society to defend and to maintain these freedoms, and to ensure that those engaged in academic pursuits can effectively execute their responsibilities. University teachers must remain free of the forces of special interests and political interference, if they are to fulfill society's expectations and their educational responsibilities.

Tenure constitutes the procedural safeguard of academic freedom and individual responsibility, and as such is essential for the maintenance of intellectual liberty and high standards in education and in scholarship. It is the means by which university teachers are protected against personal malice or political coercion, and by which it is ensured that those who, following rigorous evaluation, secure continuing university employment, can be dismissed only on professional grounds and according to due process.

Historically, the indispensability of academic tenure to academic freedom in universities throughout the world has been proven by events in situations where tenure has not existed. Nations must not forget the lessons of the past but must work to ensure that our institutions of higher learning continue to fulfill the educational needs of a free society.

Signatories: Canadian Association of University Teachers; American Association of University Professors; American Federation of Teachers; Association of University Teachers (United Kingdom); Association of University Teachers of New Zealand; Federation of Australian University Staff Associations; Irish Federation of University Teachers; National Education Assocation (USA); Syndicat national de l'enseignement supérieur (France).

Nipissing University College

Faculty of Arts

Nipissing University College requires qualified university instructors to teach the following courses, pending Senate approval:

Spring Session 1985
(April 22, 1985 to June 28, 1985)

COMM 2005E: Intermediate Business Administration
ENGL 3135E: Victorian Literature
Two of the following History courses:
HIST 3476E: The Third World: Its Historical Development
HIST 3016E: History of Latin America
HIST 3726E: Modern China
PHIL 1115E: Introduction to Philosophy
PSYC 3005E: Personality and Adjustment
SOCI 1015E: Understanding Sociology

Summer Session 1985
(July 2, 1985 to August 15, 1985)

PHIL 2325E: Reason and Experience in Early Modern Philosophy
PSYC 2305E: Psychology of Industry and Work
SOCI 2035E: Sociology of the Family

The stipend is $3,970 plus moving and accommodation allowances. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Roman Brozowski, Dean of Arts.

For further information please call (705) 474-3450, Extension 2315.

Nipissing University College
Box 5002
Gormanville Road
North Bay Ontario
P1B 8L7
(705) 474-3450

University of Western Ontario
June 23-29, 1985

CANADIAN CONGRESS OF BIOLOGY

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Further announcements will be sent only to those returning the form below.

PARTICIPATING SOCIETIES

The Canadian Botanical Association
The Canadian Council of University Biology Chairmen
The Canadian Society of Microbiology
The Canadian Society of Zoologists
The Canadian Phytopathological Society
The Entomological Society of Canada
The Genetics Society of Canada

Call for Abstracts

Abstract and registration forms will be mailed to those requesting same in the fall of 1984. Deadline for receipt of Abstracts: January 31, 1985.

Registration Fee

	Regular	Student
Registrations received before April 30, 1985	$100	$50
Registrations received after April 30, 1985	140	70
Single day Registrations	50	35

CANADIAN CONGRESS OF BIOLOGY

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Accommodation reservation cards will automatically be sent.
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Freedom to read: where there's smoke . . .

by Bob Moore
CAUT Professional Officer

The Canadian Book and Periodical Development Council allows that literal bookburning has not been a common practice in Canada, but a number of disturbing situations have occurred.

The Council's 1984 "Freedom to Read Week" promotional material warns that the freedom to read what you want is your right, but it must be protected. It includes a list of books challenged or banned in Canada between 1974 and 1984. James Hale in his Citylife article from Ottawa Magazine (October 1984) asked: "What kinds of books are banned in Canada? Hate literature? Pornography? Trash?

The Hit List

Members of the Development Council gave him the troubling answer. (The Association of Canadian Publishers, the Canadian Booksellers Association, the Canadian Library Association, the League of Canadian Poets, and the Writers' Union of Canada were among the respondents.)

Margaret Laurence's The Diviners has been challenged as unsuitable for school reading lists, along with W.O. Mitchell's Who Has Seen the Wind, Alice Munro's Lives of Girls and Women, George Orwell's 1984 and Animal Farm, as well as J.D. Salinger's The Catcher in the Rye, and Aleksandr Solzhenitsyn's One Day in the Life of Ivan Denisovich. The last was ordered removed from high school reading lists in Virden, Manitoba in 1976 and replaced by Fahrenheit 451. The Council's list, which is by no means exhaustive, describes several other disquieting occurrences of such censorship, in addition to those publications that were seized by Customs at the border, like Abbie Hoffman's Steal this Book, Seymour Hersch's My Lai-4, and Theodore Roszak's The Making of a Counter Culture.

Majority of one

The Council demonstrates how school board trustees and other officials almost always react to complaints of "personally bothersome" literature. The Canadian Library Association's Intellectual Freedom Committee, the Canadian School Librarians' Association, and the American Library Association's Intellectual Freedom Committee (especially its Intellectual Freedom newsletter), have shown many times that all it really takes is one parent or individual to challenge a publication. The individual complains to a sympathetic official and the freedom to read can be jeopardized.

Recently, Lois Bewley, the 1983-84 Canadian Library Association President, reminded us all of the Law Reform Commission of Canada's conclusion in 1972 that "...the test of obscenity as interpreted by Canadian courts, appears to be little more than "does the publication shock the judge?" Justice Borrins' much publicized decision in Toronto, based on the current Criminal Code, seems to have had relatively little impact on this tradition, despite its differentiation between community standards and his own.

Everyone responsible

Ingrid Haase and Pierre Germain of the University of Ottawa's Morisset Library organized an exhibit during this fall's "Freedom to Read Week" which displayed many of the books so challenged in Canada. Like the CAUT's own concerns over obscenity, pornography, censorship, and civil liberties — as evidenced in our February 1984 issue — this display and the Development Council's recent campaign of awareness illustrates that mere "lip service" to intellectual freedom and Canada's new charter of rights is not enough. We must all take responsibility. Unofficial censorship or misguided official censorship must not become a popular, publicly accepted method of addressing social and educational issues which effect everyone. The Book and Perodical Development Council, among others, has reminded us that even in democratic Canada we cannot ever take the right or freedom to read for granted — it must be protected continually.

Wilfrid Laurier University

The Faculty of Social Work at Wilfrid Laurier University invites inquiries and applications for two positions 1 July 1985. Candidates should have an M.S.W and a doctoral degree in social work; an outstanding record of research, scholarship and publication; together with teaching and professional practice experience.

The Faculty of Social Work offers a two-year Master of Social Work degree with two areas of concentration; work with Individuals, Families and Groups and in Community Development/Social Planning. A doctoral program in social work is in an advanced stage of planning. Graduate diplomas in Social Welfare Policy and in Social Administration are also offered.

Rank and salary commensurate with qualifications and experience. Candidates should submit a curriculum vitae and the names of three referees by December 31, 1984 to: — **Dr. Shankar A. Yelaja, Dean, Faculty of Social Work, Wilfrid Laurier University. 75 University Avenue West, Waterloo, Ontario, N2L 3C5; (519) 884-1970 ext. 2205.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SFU

Dean of Business Administration

Simon Fraser University

Simon Fraser University invites applications for the position of Dean of the Faculty of Business Administration. The appointment is normally for an initial term of 5 years and may be renewed. Applicants should have an established reputation as a teacher and researcher and successful administrative experience.

The Faculty of Business Administration is one of six Faculties at Simon Fraser University. It has 41 faculty and an enrolment of 1200 undergraduate students and 150 graduate students.

The appointment is to commence on September 1, 1985. Applications should be accompanied by a detailed curriculum vitae and the names of at least three referees. Applications should be submitted not later than **January 15, 1985** to:

Dr. J.W. George Ivany, Chairman
Search Committee for Dean of
Business Administration
Vice-President, Academic Office
Simon Fraser University
Burnaby, B.C. V5A 1S6

Executive Director

The Montreal Institute for Ministry

The Joint Board of the Theological Colleges affiliated with McGill University (representing the Anglican, Presbyterian and United Church Colleges) invites applications for the position of Executive Director. The Institute is an ecumenical enterprise providing a field-based professional year to train men and women for the ministry.

The Executive Director is responsible to the Joint Board to plan, administer and coordinate all programs offered by the Institute. He or she shares planning and teaching duties with the Directors of Studies of the three Colleges. This position requires a committed Christian with suitable academic qualifications (an earned doctorate is normally expected), awareness of the theory and practice of training for ministry, pastoral experience, and the ability to work collegially in an ecumenical setting. The initial appointment is for three years, with renewal options. Salary is negotiable depending upon qualifications. The candidate should be bilingual (French/English) or committed to becoming so.

In accordance with Canadian Employment requirements, this advertisement is directed, in the first instance, to Canadian citizens. Applications with curriculum vitae and three letters of reference should be addressed to

The Montreal Institute for Ministry,
Search Committee,
3473 University Street,
Montreal, Quebec
H3A 2A8;
telephone: (514) 849-8511.
Deadline for applications: January 7, 1985.

DALHOUSIE UNIVERSITY

Director of the School of Physiotherapy

Applications and nominations are inviled for the posilion of Direclor of the School of Physiolherapy, Dalhousie University, effective July 1st, 1985, or by arrangemenl.

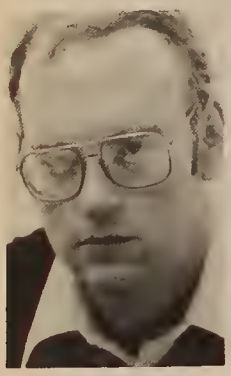
The School of Physiotherapy is part of the Faculty of Health Professions, which also includes the Schools of Nursing; Recreation, Physical and Health Education; Human Communication Disorders; Occupalional Therapy; the College of Pharmacy and the Maritime School of Social Work. Other Faculties in the University relating to health care are Dentistry and Medicine. The School of Physiotherapy presently offers a four year Baccalaureale programme and is moving towards implementing a graduale programme in Physiotherapy. The School serves the four Atlanlic Provinces of Canada and has an enrollment of 36 students per year. The School has recenlly moved into a new facility which has excellent laboratory space for research and teaching.

Candidales musl have a graduate degree (Ph.D. preferred) in Physiotherapy or a related field. The successful candidate will have an acceptable record of administrative, research, teaching and clinical experience. The incumbent will be expecled to develop lhe graduate programme and to participate in teaching and research. Salary and rank will be dependent on experience and qualifications. Dalhousie University has an affirmative action program for the hiring of women academics. In accordance wilh Canadian Immigralion requiremenls this advertisement is directed in lhe first instance lo Canadian Citizens and permanenl residents.

Written nominations or applicalions for the posilion, accompanied in lhe latter case by a curriculum vitae and names and addresses of three referees, will be received up to **January 15, 1985,** by:

Dr. Lea Steeves, Chairman
Appointments Committee
c/o Dean's Office
Faculty of Health Professions
Dalhousie University
1322 Robie Street
Halifax, Nova Scotia
B3H 3J5 Canada
Telephone (902) 424-3327

OISE conference debates crises of academe



by Richard Bellaire
CAUT Professional Officer

. The Ontario Institute for the Studies of Education held a conference on "The Professoriate: Occupation in Crisis" on October 18-19, 1984. Organized by the Higher Education Group of the Institute it featured a number of keynote addresses and the modern role of professors.

Neatby on tenure

History Professor Blair Neatby of Carleton University reviewed the professoriate in Canada, particularly since the end of the Second World War. When he began his teaching career in the 1950's the concept of tenure was not widely debated or even discussed. Professors were hired on limited-term renewable contracts for a couple of years, and then they received a letter from the Dean or President stating that they were now appointed "without term." It was not until the dismissal case of Harry Crowe and the activity of the Canadian Association of University Teachers that tenure as we presently know it came into being.

Professor Neatby then reviewed the development of faculty associations and faculty unions and what he felt was the development of the scholar-and-researcher concept rather than the scholar-as-teacher concept. He also reviewed the current unease within the professoriate because of funding problems, governmental attacks, and criticism from within and without the university.

Comparing salaries

In fact, discussion of the current situation in one way or another occupied most of the conference time. A paper by Professor David Cray of Carleton and Trish McAdie of the Ontario Confederation of University Faculty Associations (OCUFA) dealt with the question of faculty salaries. The paper discussed the various ways of comparing over time faculty salaries with those of other groups.

A paper by Elizabeth Thorsen of OISE discussed stress in the professoriate, and another paper reported on a number of studies outlining faculty reaction to, and use of high technology, at two institutions.

Another paper outlined the legal challenges to faculty employment in the United States, with material on a number of recent American court cases involving the conflict between confidentiality of university committees, versus charges of discrimination in university decisions. The most famous case was that of a professor at a southern college who went to jail rather than reveal his vote on a tenure committee. (After he spent some time in jail a compromise was worked out.)

There was a paper by Dr. Helen Breslauer of OCUFA on the multiple disadvantages of women in the professoriate. She discussed the difficulty in getting good data on this topic because the number of women in the professoriate is so small (in some disciplines very, very small) that meaningful statistical analysis is not possible with the small sample size!

Solutions elusive

The general feeling of the conference was that these are difficult times for professors in Canada. The value of universities and university education was being questioned, which meant a questioning of the role of academics. Governments were attacking both the financial structure of universities and their academic autonomy. Sectors of the general public, whose knowledge of the actual operation of the universities seemed slight, were highly critical.

There was not unanimous agreement on the solution to the current crisis. But a conference like this was good for raising the major issues, allowing parties to debate the alternatives and for continuing the process of self-evaluation which is a function of the university community.

CAUT toughens its censure guide

by Jim Hiller
Chair, AF&T Committee

In 1984 the Council approved a number of revisions to the Guidelines Concerning the Procedures Relating to Censure after considerable discussion with the AF&T Committee and the Board had led to the conclusion that CAUT had to seek to make censure more effective.

First, the revised guideline emphasizes the seriousness of censure. It will only be imposed in cases where a university administration has breached "one or several of the fundamental principles of academic freedom and governance which CAUT...believes to be indispensible to the proper functioning of a university," and when that university has resisted all reasonable proposals for a settlement.

Second, the guideline calls on all CAUT members to cooperate in efforts to achieve a settlement through actions which will bring home to the university administration concerned the disapproval of faculty members across the country. Thus CAUT members are asked not to accept appointments or participate in academic conferences at censured universities, and not to accept "any honor or distinction that may be offered." The guideline recognizes that faculty members at a censured university may be disadvantaged by such sanctions, but asks them to cooperate by appointing a representative to act as liaison officer on censure, in the hope that the more effective implementation of censure may speed settlement.

Censure will, as before, be imposed by a vote of the Council. But the three-stage process used hitherto is replaced by a procedure in which a "notice of censure" will be followed the next year by full censure (equivalent to the previous third stage), if a solution has not been reached. The publicity to accompany each step is described.

In the AF&T Committee report for 1973/74, Professor A.E. Malloch described censure as "a form of academic excommunication...a declaration by CAUT that the university has cut itself off from the blessed community of academe." But, he continued, "it is a judgment that will ring hollow if it is not also enunciated by the members of the Association as they function from day to day in our universities. I don't mean an incantatory muttering of the Council resolution, but the much more eloquent enunciation of censure that takes the form of withholding the ordinary signs of respect and acceptance that universities count on."

CAUT hopes that the revised guidelines will help enforce this interpretation of what censure means.

CAUT members should note that the 1984 Council called on the Learned Societies not to meet at universities whose administrations are under censure.

Text of the revised Guidelines follows, with the most important changes in bold face.

Guidelines Concerning Procedures Relating to Censure

The Constitution of the Canadian Association of University Teachers defines the objects of the Association to be "to promote the interests of teachers and researchers in Canadian universities and colleges and to advance the standards of the profession." Crucial to those objectives are the protection of academic freedom and tenure, and the guarantee of adequate university government which includes a proper degree of faculty participation.

Members of faculty, whether members of the Association or not, may appeal to the Association when they feel they have been dealt with unfairly by, or have a grievance against, the administration of their college or university. The central office and the Committee on Academic Freedom and Tenure undertake to gather information and evidence in order to determine whether there is in fact a legitimate grievance. If there appears to be, the Committee on Academic Freedom and Tenure proceeds to examine the case and to recommend suitable procedures for resolving the dispute. The work of the Association at these stages is conducted privately and with as little publicity as possible.

The Committee may recommend a visit to the university, either by members of the committee or the central office, or by an ad hoc committee of inquiry. If settlement by negotiation proves impossible, the Academic Freedom and Tenure Committee ordinarily attempts to arrange binding arbitration or adjudication. The committee may prepare a report, or accept the report of the ad hoc investigating committee, which will be distributed ordinarily to the complainant(s), the university administration, and the member staff association. Note: See also "Guidelines Concerning CAUT Investigational Procedures."

The committee continues to press for redress of particular wrongs and to assure that proper policies and procedures are effected in order to prevent recurrences or continuations of similar complaints. The committee may recommend to the CAUT Executive that the facts of a case be made available to the academic community by publication of an account in the CAUT Bulletin.

If the Academic and Freedom Committee is convinced that proper steps are not being taken by the university administration to correct abuses in a reasonable period of time, it may recommend through the Board to the CAUT Council that the university administration be censured. Althougb at first glance it may appear useful, there is in fact little profit in attempting a priori definition of "reasonable period of time." The gravity of the situation, the nature of university governance, the number of persons involved in any given case, as well as other circumstances, might affect any consideration of how much time should be involved in rectifying difficulties or abuses.

In cases involving basic problems of university governance rather than of academic freedom, the appeal for investigation should come from the local association, and may be dealt with by the Administration Committee rather than the Academic Freedom and Tenure Committee. However, before censure is imposed by the Council, it will receive recommendations from the Board and the Academic Freedom and Tenure Committee.

A recommendation for censure by the Academic Freedom and Tenure Committee will be presented to the Board and Council with extensive and careful documentation, and ample time will be allowed for discussion and debate by these bodies.

Such care is necessary since the imposition of censure is an action with important implications for the academic community. It means that after exhaustive investigation and consultation CAUT has concluded that a particular action, or series of actions by a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT has formulated in its guidelines and policy statements and which it believes to be indispensible to the proper functioning of a university. It also means that the university administration concerned has resisted all reasonable suggestions from CAUT for a resolution of the dispute in question. It is, further, a notice to all members of CAUT that they should inform themselves of the issues involved in their dealings with a censured university, and cooperate with CAUT's efforts to achieve a settlement. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or participate in academic conferences there; and not to accept any distinctinn or honor that may be offered. Faculty members employed at a university whose administration is under censure are asked to suppnrt and assist this effort to convince their administration of the gravity nf the issues involved and the necessity for a settlement.

Censure will be imposed by the Council as follows. If persuaded that a censure is justified, the Council will pass a motion giving notice to the university administration concerned that unless the dispute is resolved, censure will be imposed at its next meeting. This action will be publicized within the Canadian academic community. The AF&T Committee and the Board will undertake renewed efforts to settle the dispute, and report progress to the Council. On the basis of that report the Council may decidc to impose censure, which will remain in effect until the Council is satisfied that a solution has been achieved.

A vote of censure will be given wide publicity. The CAUT Bulletin will publish a full account of the history of the events and the grounds for censure. Information will be sent to all CAUT local associations with a request that the matter be brought to the attention of their members. Accounts of the censure will also be supplied to the national press, relevant local media, and relevant disciplinary associations. The censure will also be brought to the attention of associations of university teachers in other countries, who will be asked to publish an account of the dispute in their journals.

The CAUT Bulletin will not publicize advertisements for positions vacant at a university under censure, and will draw attention to the censure in each issue. CAUT will encourage disciplinary associations similarly to restrict advertisements.

The Person Chairing the AF&T Committee will report to each Council meeting on the censure. The report will be published in the CAUT Bulletin, with an account of the dispute.

The local faculty association at the university concerned will be asked to appoint a representative to act as the liaison officer with the CAUT central office, the AF&T Committee, and the relevant provincial association.

Approved by Council
May, 1984

SOS/m'aidez

Canada has taken the lead in rushing help to the famine-stricken people of Ethiopia. External Affairs Minister Joe Clark was the first major foreign official to fly in to Ethiopia for a first-hand look at conditions. He announced immediate government aid, which might include the matching of private Canadian contributions.

In the meantime, individuals and private organizations began channeling donations of food, medical supplies, and money to Ethiopia. Individuals who wish to support these efforts may contribute to any of the following groups:

Canadian UNICEF Committee, Comité UNICEF Canada, 443 Mount Pleasant Road, Toronto, Ont. M4S 2L8.

Canadian Red Cross Society/Société canadienne de la Croix-Rouge, 95 Wellesley Street East, Toronto, Ont. M4Y 1H6.

OXFAM Canada, Box 18,000, Station D, Ottawa, Ont. K1P 6J8.

Canadian Catholic Organization for Development and Peace/Organisation catholique canadienne pour le développement et la paix, 2111, rue Centre, Montréal, Que. H3K 1J5.

The Canadian Council of Churches, 40 St. Clair Avenue East, Toronto, Ont. M4T 1M9.

Canadian Save the Children Fund, Suite 400, 720 Spadina Avenue, Toronto, Ont. M5S 2W3.

Cheques sent to any of the above should be marked "Ethiopian Relief Fund."

Consortium asks McLean about $

Members of the Consortium of National Scientific and Educational Societies have written the following joint letter to Secretary of State Walter McLean, seeking information on the status of the five-year plans and budgets of the three research granting councils.

As you well know, Canadian research in the social sciences and humanities has been severely underfunded for a number of years. Effectively, the Social Sciences and Humanities Research Council of Canada, which has suffered a continuing decrease in its budget in real terms, does not have sufficient funds to carry out the terms of its mandate.

Research in the many disciplines falling within the terms 'social science' and 'humanities', far from being of arcane value, is directly related to people's wellheing and improvement in their everyday lives. Economics, philosophy, law, religion, psychology, literature, industrial relations, music and linguistics, to mention just a few, are fields of study directly affected by lack of funding.

Five-year Plan

The Social Sciences and Humanities Research Council of Canada has been working on the elaboration of a Five-year Development Plan. This Plan has received the full support of the university community, including the unanimous approval of the 18 member-associations of the Social Science Federation of Canada, comprising a total of 11,500 researchers, and the 30 member-associations of the Canadian Federation for the Humanities, comprising over 8,000 researchers. The SSHRC's Five-Year Plan was presented to the then Minister of Communications nearly a year ago, at a time when responsibility for SSHRC had not yet been transferred to the Secretary of State. Unfortunately, no action had yet been taken by the previous government at the time of its demise, with regard to approving the Plan.

Holding the line

The Government of the day did provide some supplementary funds to SSHRC for the 1984-85 fiscal year. However, this money — qualified by Minister Fox as "needed and deserved" — was sufficient only to maintain and not to improve the present precarious situation, which is thus becoming critical. Of this supplementary funding, only one-third was incorporated into the base budget, an amount which is certainly insufficient for SSHRC to use as a basis for any long-range planning or stability.

Obviously the total of the supplementary amounts accorded earlier this year should be incorporated into the base budget of the Social Sciences and Humanities Research Council as a foundation for adequate long-term funding, if Council is to be able to carry out its mandate successfully in a relatively stable climate. This instability, incurred as much by inadequate as by only short-term funding, is a severe problem for the Social Sciences and Humanities Research Council, which has great difficulty in working to its optimum capacity in such circumstances.

All face uncertainty

A similar problem, probably reflecting unfinished business by the previous government, has plagued the Medical Research Council. In its case, supplementary funding was accorded two years ago by Cabinet. In announcing the funding, Mme Bégin implied that the supplement would become part of the base budget at the end of the two-year period, and made it clear that this funding was essential for meeting the objectives set out in the draft MRC Five-Year Plan.

The Natural Sciences and Engineering Research Council faces similar uncertainty. Over $13 million of its current budget represents fund that are not part of the A base. If comparable funds are not made available for 1985-86, basic research in science and engineering in Canada will suffer a severe setback, particularly through the inability of NSERC to provide adequate funding to replace obsolescent equipment.

Stability needed

Unfortunately, no official confirmation of the continuing status of these funds was received before September 4,and the uncertainties that this raises with respect to cut-offs in grant competitions and in meeting ongoing commitments are severe.

Given the Conservative Party's active interest in and commitment to research and development, the university community is optimistic that the government will assure the Social Sciences and Humanities Research Council, the Natural Sciences and Engineering Research Council, and the Medical Research Council a stable and far improved financial situation.

(The letter wos signed by CAUT President Sorah Shorten on behoIf of The Consortium, an informal body which meets regularly in Ottawo to exchonge informotion ond ideas on lobbying octivities ond to collaborote in oreos of mutual interest and ogreement. Initioted in 1976 by the CAUT ond the Conodion Federotion of Biologicol Societies, the group has now grown to obout 30 members. Although any motter may be roised in this forum, most of the Consortium's octivities centre on the question of funding of postsecondary educotion and reseorch. Membership is open to any orgonizotion which has on interest in either of these two basic oreos.)

CAUT/OCUFA try to educate Ontario Cof C

The Ontario Chamber of Commerce has agreed to meet CAUT President Sarah Shorten and OCUFA President Bill Jones to discuss the Chamber's brief to the Bovey Commission.

Following is the text of the letter from Shorten that prompted the meeting.

I was distressed to read in the Globe and Mail of 17th October 1984, certain views attributed to the Chamber of Commerce regarding the universities. The article did quote Mr. Jackson as saying that the business community feels, in general, that the universities are doing a very good job and turning out qualified graduates. It is disappointing that this aspect of the Chamber's views was not given greater emphasis in the article. I recognize that the newspaper article may not accurately have represented the Chamber's views, and should be grateful to receive a copy of your brief to the Bovey Commission.

Abolish tenure?

One proposal that the Chamber submitted was that tenure be abolished. Tenure, as you know, was instituted to protect academic freedom. This was necessary because prior to 20 years ago there were frequent attacks on university professors because of their political views, or because people in positions of power did not like their research, scholarly writing, or indeed their choices of areas for research. I enclose for you a copy of 'The Good Old Days' which will give you some background.

The suggestion that tenure is no longer necessary because academic freedom is protected by the Ontario Human Rights Code and by the federal Charter of Rights is, in fact, inaccurate. Neither document offers such protection nor does the federal human rights legislation. To the best of my knowledge the only Western country which does so protect academic freedom in its constitution is West Germany. If the Chamber would like to join with us in recommending to the federal government and to the provinces the insertion of an article guaranteeing academic freedom in the Charter, we would be delighted. It would also, of course, be essential that the article could not be overridden by the vote of a provincial legislature or by the federal parliament.

Patronage as discrimination

As things stand, to suggest that these documents protect academic freedom is to confuse academic freedom with political freedom. The latter is, of course, an element of academic freedom but it is not the full story. Even in the area of political freedom, there are serious problems with your recommendations. The Ontario Human Rights Code does not prohibit discrimination on the basis of political views. If it did, how could the provincial government operate its patronage machine?

The same is true of the federal human rights legislation. I am surprised that the Chamber of Commerce should make a public pronouncement of such importance without realizing this basic fact. CAUT is in favour of including political belief as a category both in the Ontario and federal human rights legislation. We would like to discuss with you the ways and means of achieving this.

Free speech limited?

While the federal Charter of Rights does speak about free speech, no one knows what the extent of that right will be. In particular there is disagreement among lawyers as to whether or not the rights guaranteed under the Charter will extend beyond governmental bodies. If the more conservative school of thought is correct, then the Charter would not apply to the universities.

More importantly, the right of free speech can be overridden by the legislatures of this country. We are not prepared to leave the definition of academic freedom at the mercies of the political arena. I would not have been very happy to have been an academic in Quebec in the days of Premier Duplessis, if I had known that academic freedom could and probably would be defined by the votes of the party in power.

As I said above, we would be happy to join with the Chamber in petitioning the governments of Canada both to include academic freedom in the Charter and to make these rights irrevocable. Our annual general meeting, including our Quebec affiliate, has already petitioned the federal government to make the freedoms under the Charter irrevocable.

Freedom is many-faceted

Academic freedom is not simply the right to support publicly a particular political party or political point of view. It is designed to ensure that teachers have the right in the universities to discuss with their students competitive views of their subjects, to engage in free and independent research and to publish the results without fear of reprisals. This research may well be controversial, but may have little or nothing to do with politics or political views.

In the United States, for instance, faculty members have been dismissed because their research has undermined the commercial claims made, or questioned the safety of products sold, by members of University boards of governors. Tenure is also designed to ensure that academics have the right to criticize the way in which the university is run and to suggest ways in which it might be governed better. Since a court in Canada once held that academics do not have that right, it would seem sensible to protect it explicitly by contract.

Misconception of tenure

Furthermore, the Chamber's views on tenure, as quoted, betray a further misconception of the way in which it works. Tenure is not given lightly. About a year ago in British Columbia, one of the daily newspapers in Vancouver published material in this regard about the UBC Economics Department. In the last decade 17 people had received tenure, 10 had been denied and six had withdrawn before the tenure hearing. Moreover, few employees have such a long and rigorous probationary period as do university faculty, normally five or six years. Denial of tenure is, indeed, equivalent to dismissal since it ensures in most cases tbat the individual will not get another position at a university.

Finally, it is important to emphasize that the introduction of tenure in Canada's universities was part and parcel of the introduction of rigorous criteria for evaluation at all stages of an academic career—at the time of initial appointment, for renewal, for the granting of tenure, for promotion, and for salary increments. It was also accompanied by the introduction of procedures for dismissal in the event of incompetence, persistent neglect, or moral turpitude. Thus it is inaccurate to represent it as a system of protection for faculty without offsetting protections for the universities.

Useful pioneering

Nor does tenure mean a guarantee for life. Faculty members can be and are dismissed. They can also be released for reasons of financial exigency. You and I know, however, that the much more difficult decision, whether in corporations, universities or the government, is the more marginal case.

You also know, since the Globe and Mail has carried several stories on the subject and a number of lawyers have written books on the theme, that corporations cannot fire professional employees without reason, because they will almost certainly lose the ensuing suits for wrongful dismissal.

Universities have, in fact, come up with imaginative and useful techniques for dealing with these situations. Many universities allow tenured half-time status. Others offer mid-career options of one kind or another or early retirement. These techniques are not unknown in government and in the business community. The most extensive of these arrangements have in fact been pioneered by the faculty unions which you profess to dislike.

Tenure means in essence that a person cannot be dismissed from the university except for just cause proved by the university before a third party tribunal or arbitration. I really cannot believe that you are advocating that professors should be dismissed without just cause and without proof being offered by the university. Any system that allowed this would rapidly substitute patronage for merit in appointments and promotion.

This and other matters addressed in your brief are of great importance to the universities. I should very much appreciate a chance to meet with you to discuss them further. I will telephone your office to inquire about this.

Unthinkable "thinkable"?

by Glenda Thomson
Public Relations Office, UNB

Bishop Thomas Gumbleton, one of the draftsmen of the U.S. Roman Catholic bishops' pastoral letter on nuclear arms, attacked the weapons policies of the Reagan administration in a speech to the New Brunswick chapter of Science for Peace at the University of New Brunswick Oct. 15.

Calling the arms race "one of the most difficult issues this world has ever faced," Gumbleton explained the purpose of the pastoral letter and summarized its moral judgments. He said the letter was intended to provide a guide for Roman Catholics and people of all faiths along a pathway away from nuclear holocaust.

Three main points

Gumbleton highlighted the three most urgent points: No type of counter-population warfare may ever be engaged in; the policy of first-use of nuclear weapons in response to non-nuclear attack is wrong and nuclear war cannot be condoned under any conditions: in response to nuclear attack, the United States should not use nuclear weapons, because there is no way the principles of the 'just-war' philosophy can be met if nuclear weapons are used.

The pastoral letter, entitled "The Challenge of Peace," caused widespread reaction in the news media when it was released in the spring of 1983 because its judgments were so strongly counter to U.S. administration policies.

Gumbleton discussed nuclear-deterrence strategy in some depth, describing it as the most important moral question of our time. Nuclear deterrence presents a dilemma, he said. On one hand, its stated purpose is the prevention of nuclear war; on the other, the strategy involves the "clear intent" to use nuclear weapons if the use is deemed justifiable by the circumstances.

A "thinkable" proposition

Gumbleton contends the deterrence policy involves evil. There is a great risk, he said, that the United States and Soviet Union are on the threshold of a decision that makes nuclear war a "thinkable" proposition.

Even worse, it is possible that nuclear war could be caused by computer failure or a weapon in the hands of an indiscriminate terrorist: "To put the world at this kind of risk is profoundly evil."

The world is in a "balance of terror." The American bishops judge the strategy of deterrence may be acceptable in the short term, but only under strict conditions: it must be a minimum strategy with no attempt to gain superiority, and it must be transitional — a step towards progressive disarmanent.

"The only right moral course is prevention," and the superpowers must return to the conference table to cap the arms race, freeze nuclear weapons, and begin to reduce their numbers.

Armament era is over

"We must insist our leaders take us on a different course," he concluded. Ironically, Gumbleton quoted one of the United States' most renowned generals on the absolute futility of war. Former president Eisenhower once wrote "When we (Americans and Soviets) get to the point of general conflict, destruction will be both reciprocal and complete."

Gumbleton footnoted: "We are at that point now. What is at stake is this planet, this earth. The era of armament is over."

Some bitter truths about access to university

by Agi Lukacs

This article is based on my brief to the Bovey Commission, which addressed the serious problem in the Ontario government's policies of access to university: the failure to take into account the experiences with university — or lack thereof — of mature students (25 or older), particularly women. I have considerable experience in working with mature women students of low income in a special-access program at the University of Toronto called the Transitional Year Program.

I belicve there is an urgent need for further in-depth investigations especially aimed at discovering the realities of mature students, of women, of low-income mature students, of non-white students, and combinations of these groups. From my experience, it is clear that such investigations are adequate only if the groups involved are strongly represented on the investigative bodies.

Made to disappear

Because, from the late 1940s to the present Ontario government policy-makers have failed to look specifically at the realities of these groups, they have been rendered virtually invisible. This is particularly ironic today, in light of statistics that clearly indicate the spiraling interest of mature women in university studies, in fact an interest by all mature students. The lack of attention paid to the special situation of non-whites is also astounding, not only in view of the increasing non-white population of Ontario, but also because of the federal government's directions in edueation. The importance of finding ways to increase the access of all non-whites to university is stressed in the 1983 report of Bob Daudlin, M.P., chairman of the Special Committee on Visible Minorities in Canadian Society.

A cursory overview of the history of accessibility — which I define as the real possibility of entering and staying in university to achieve a degree — makes clear that funding has followed government priorities. In 1963, a time of economic boom and perceived need for a flexible, well-educated workforce capable of adapting to technological change, we heard then-Minister of Education Bill Davis promise "a fairly rapid growth in all levels of education well beyond the year 2000." In 1967, the present Premier's lofty and commendable objectives included, "the search for truth and understanding beyond existing frontiers," with no mention of costs involved.

The real meaning

Comes the recession of the 70s, and all the cutbacks with which we are familiar. Although the government of Ontario reaffirms its policy of "universal access to appropriate educational services for all who wish and are able to benefit from them" and that "all financial barriers to accessibility should be progressively abolished," debate sharpens in the 70s and 80s: What is "appropriate," and for whom; who genuinely wishes to go to university; who is genuinely able? As is most apparent by the fall of 1983, there is intensified competition for a shrinking number of university places.

Although the Fisher Committee on the Future of Ontario Universities of 1983 hopes to see increased access for women, Franco-Ontarians and Natives (no other non-whites), the concrete measures proposed in a number of its options clearly militate against access. From my own experience as a teacher of those usually denied access — low-income mature students, with a high percentage of women and/or non-whites — it is very apparent that cutbacks affect these constituencies the most. When tuition rises, such students calculate carefully if they can continue to attend especially with increasing unemployment and decreasing opportunities for summer earnings, and also given the relatively low wages available to most women and non-whites.

Such students watch with trepidation as government policy regarding student aid moves toward a greater proportion of loans. They seriously doubt, given their personal earning capacities in the past, if they can repay thousands of dollars of loans with

See BITTER TRUTHS page 39

NOTICEBOARD Tableau d'annonces

Legal Seminars

The Faculty of Law, The University of Western Ontario will once again host Seminars in Legal Philosophy and Modern Legal History for members of Canadian and American law faculties. These seminars are now in their fourth session and have attracted international scholars as participants and as faculty. This year's Philosophy faculty includes: Joseph Raz, Balliol College, Oxford; Robert Summers, Law, Cornell University; Donald Regan, Law, University of Michigan; Duncan Kennedy, Law, Harvard University; David H. Flaherty, History and Law, The University of Western Ontario; Robert W. Gordon, Law, Stanford University; R.C.B. Risk, Law, University of Toronto; David Sugerman, Law, Middlesex Polytechnic, London, UK will lecture in Legal History. Further information can be obtained by contacting the Faculty of Law, The University of Western Ontario, London, Canada N6A 3k7 (519) 679-2989.

CAP Conference

Theme — Education: Our Heritage/Our Future. Place — Saint John, N.B. Date — May 8-10, 1985. For Whom — All Canadian School Administrators at Elementary, Junior High and Senior High levels. Highlights — Roy Bonisteel, Gerry McCarthy and an all-Canadian team of speakers and workshop facilitators will address the theme under topics identified by CAP members. Conference Fee of $125 includes all session fees, lobster dinner, 'Down-East' hospitality and entertainment. Registration — Registration kits available early in 1985. Contact — Mercy Pond, Conference Chairman, Beaverbrook School, 1085 Mountain Road, Moncton, N.B., E1C 2S9. N.B. — This conference is registered with Air Canada Convention Central. All qualified CAP delegates can save 20% on air fare bookrd with Convention Central. For further information dial 1-800-361-7585.

The Native in Literature

The University of Lethbridge is hosting a conference on literature by Native authors or about Native peoples, from March 13 to 16, 1985. For information contact the Conference Office, Division of Continuing Education, the University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. Phone: (403) 329-2427.

Abstractors Needed

Peace Research Abstracts Journal, contains abstracts (summaries) of articles, books, reports, and conference papers on subjects related to war/peace issues and international affairs facilitates literature searches for scholars, students, and practicing politicians. It is published by the Canadian Peace Research Institute. The abstracting work is done by about 50 volunteer abstractors around the world. This pool of abstractors needs constant replenishing. If you are interested in abstracting, please write to: Dr. Hanna Newcombe, Co-editor, Peace Research Abstracts, 25 Oundana Ave., Dundas, Ontario, L9H 4E5.

Two new NFB films

Two new one-hour films: **Dream of a Free Country: A Message from Nicaraguan Women**, and **Beirut! Not Enough Death to Go Around**, have been produced by the NFB's (Women's Studio), **Dream of a Free Country**, filmed in Nicaragua after the overthrow of the dictatorial Somoza government, offers testimony to the courage of Nicaraguan women and their continuing struggle for political and personal freedom. **Beirut! Not Enough Death to Go Around** is a documentary providing a moving portrait of the people of Beirut struggling to survive amidst the chaos of war. These films may be borrowed free of charge in 16mm format and may be purchased in both 16mm and video formats from all NFB offices across Canada.

Publication of Papers

Papers presented at the International Symposium on Adolescent Nutrition and Food Behaviour held at U.P.E.I. June 8-12, 1982 have now been published. Send cheque for $16 per copy to Home Economics, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3.

Call for Papers

Canadian Marketing: Some ten years have elapsed since the publication of Canadian Marketing Special Issue of the **Journal of the Academy of Marketing Science.** During this period, marketing as a subject area and as an essential component of business activity has grown rapidly. This issue of the Journal will emphasize unique characteristics of the Canadian market as well as operationalize unique marketing problems confronted by Canadian firms in dealing with foreign institutions. This Volume will bring together significant papers to describe, analyze, and evaluate current and future developments in Canadian Marketing. This special issue is tentatively scheduled for publication in early 1986. North **American Advertising:** Competitive papers are invited for publication consideration in a special issue of the **International Journal of Advertising.** The aim of the issue is to contribute to our understanding of the advertising process and system in North America. Advertising, being a growth industry in North America, this special issue will provide both fascinating and valuable material for academics, practitioners and public policy makers. **East European Markets and Marketing Systems:** Competitive papers are invited for publication consideration in a special topics section of the **Journal of Business Research.** This special topics section is tentatively scheduled for publication in either late 1984 or early 1985. Both theoretical and/or empirical papers of highest quality will be considered. Please send your submission to: Erdener Kaynak, Professor of Marketing, Chairman, Department of Business Administration, Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6, Canada. Tel. (902) 443-4450 Ext. 198 or 334 office; (902) 443-4174 Residence.

Conference/Congrès

Canadian Studies Conference:

The International Council for Canadian Studies Conference, sponsored by the International Council for Canadian Studies, the Association for Canadian Studies and the Association for Canadian and Québec Literatures will take place at the University of Montreal from June 5-7, 1985, in conjunction with the Learned Societies Conference. Over 60 papers will address the general theme of "Canadian Society and Culture in Times of Economic Depressions." The Conference will conclude with the presentation of the Northern Telecom Awards (International Award and Five Continents Award) on June 7.

Congrès d'études canadiennes

Le Congrès international d'études canadiennes, organisé conjointement par le Conseil international des études canadiennes, l'Association des études canadiennes et l'Association des littératures canadiennes et québécoise, se tiendra à l'Université de Montreal 5-7 juin 1985, dans le cadre du Congrès des sociétés savantes. Plus de 60 communications seront présentées, sous le thème général de "Culture et société au Canada en périodes de crise économique." Le congrès se clôturera par l'attribution des Prix Northern Telecom (Prix international et Prix des Cinq Continents).

Calling lost "CUSO RVs"

Are you a CUSO RV? Do you know of a CUSO RV who has not been in contact with the organization for years? Yes?? — Then please contact: Gail Richard, RV Search Co-ordinator, CUSO, 151 Slater Street, 10th Fl., Ottawa, Ontario. K1P 5H5. (613) 563-1242. CUSO is now making plans for its 25th Anniversary and it wants to invite every one of its "returned volunteers" to take part. Since 1961, over 8,500 Canadians have worked on two-year contracts in the Third World with CUSO. Over the years contact with many of these volunteers has been lost. Please help us locate as many of our RVs as possible before 1985.

Arts Employment

The Professional Association of Canadian Theatres (PACT) has launched a new monthly publication this fall: **Artsboard**, the national employment opportunities bulletin for the performing arts. All types of non-performing positions with educational institutions, service organizations, arts councils, theatre, dance and opera companies, symphony orchestras and others may be listed. Categories include administrative, artistic, production, technical, educational, and career development. For further information regarding advertising and subscriptions, please contact Carla Wiles, Artsboard Editor, at PACT, 64 Charles Street East, Toronto, Ontario M4Y 1T1. (416) 968-3033.

CAPS Conference '85

The Canadian Association of Planning Students (CAPS) is pleased to announce our upcoming planning conference from January 23 to January 26, 1985. On behalf of the executive, an invitation is extended to the membership of CAPS, which consists of all member schools, and all students, and honorary members. The 1985 Conference will be held in Winnipeg, Manitoba at the Hotel Fort Garry, along the theme of "Historic Preservation." Because of its rich history, and innovative interest in historic preservation, Winnipeg will prove to be an ideal host for a conference of this nature. For further information please feel free to contact: Canadian Association of Planning Students, Department of City Planning, Room 120, Bison Bldg., University of Manitoba, R3T 2N2; (204) 474-8761.

The Canadian Society for the Study of Higher Education is sponsoring an award for the outstanding dissertation in Canadian universities that examines postsecondary topics. Dissertations may focus on any topic in adult and higher education, including the societal context, access, governance, teaching and learning, institutional studies, and education and employment.

The recipient of the award will receive a substantial gift of books from Jossey-Bass Publishers at the CSSHE conference in May, 1985 in Montreal, Quebec. The winner will be invited to present a paper based upon the dissertation at the CSSHE conference and will be presented with a certificate of merit.

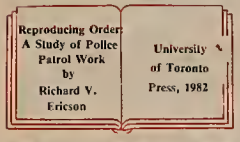
Faculty members of any discipline or department are invited to submit a maximum of two nominations. Each submission must include five copies of an abstract containing the problem statement, significance of the study, methodology, major findings and recommendations of not less than 1,000 and no more than 1,500 words, together with one complete copy of the dissertation by January 31, 1985.

Mail to Dr. Abram G. Konrad, Chairman, CSSHE Dissertation Awards Committee, 7-133G Education North, University of Alberta, Edmonton, Alberta, T6G 2G5. (403) 432-3651.

New Zealanders watch CAUT briefing Bovey

Two visitors from New Zealand had ringside seats when CAUT presented its brief to the Bovey Commission in Ottawa Sept. 24. In the photograph at left, CAUT President Sarah Shorten greets Rob Crozier, Executive Secretary, and Heather Simpson, President of the Association of University Teachers of New Zealand. They visited CAUT's Ottawa office after attending an international conference in Washington, D.C. Below left, the CAUT team delivers the message to the Commission: (L to R) Ron Levesque, Associate Executive Secretary; Donald C. Savage, Executive Secretary; Sarah Shorten, President; Prof. Stan Jones, Carleton, Board member. Below right, the Commission: R. Watts, E.C. Bovey, Fraser Mustard, and William Sibley.

Ontario cops hassle Maritimers, pukers, etc.



Richard V. Ericson, Reproducing Order: A Study of Police Patrol Work, University of Toronto Press, 1982

by Sylvia M. Hale

This study provides an in-depth qualitative account of the everyday work of police patrol officers, examining their role in the reproduction of order, and the documentary production of crime and crime waves. The study itself is produced through the work of five fieldworkers who accompanied police on a total of 348 patrol shifts (in an unnamed large Ontario metropolitan area), observing and sometimes participating in their incidents, citizen encounters, and the long hours of empty boredom which made up the bulk of their work.

A detailed accounting of how the officers spent their time challenges their public image as crime fighters. Barely 6 percent of the nearly, 3,000 hours observed could be clearly classified as involving crime work. The remainder consisted primarily of maintaining 'order' — or keeping marginal people in their places.

Offensive vs. Offending

The police definition of order is reflected in the targets they chose for stop-and-search procedures — the bikers, Coasters (Maritimers) and pukers (long-haired or oddly dressed youths) who needed to be reminded of their proper places. These people are the offensive, more than the offending. Those who do not show proper deference and respect to the police are the most likely to find themselves subject to further checking through the Police Information Centre. Most such checks find nothing — their essential purpose is not to find criminals, but to display power.

Out on patrol, there is no clear definition of which actions will be reported as crimes. This depends less on the activity than on whether the officer needs to use the criminal law as a tool for handling the situation. On average, two-thirds of traffic violations and property disturbances were reported as crimes, often merely to satisfy insurance companies. But the recipe rules which guide everyday practice, discourage the use of criminal law for interpersonal disputes.

Potential assault charges routinely were decriminalized into non-chargeable disturbance of the peace reports. Offenders were more likely to be charged with obstructing the police than assaulting their wives. Even in reactive calls to citizen complaints, it is not citizens but officers who have the power to define the situation — power based on the low visibility of their work, the aura of authority vested in the uniform, and the organizational resources on which officers can draw.

Above all, it is officers who control the creation of "facts" which constitute the written reports on which any subsequent court action depends. By deciding what does or does not enter the report, the officer can determine whether a particular encounter appears as a sex-usual offense or as an irate husband attacking another man with a knife.

Creative crime statistics

Ultimately it is police decisions more than the actions of citizens which determine the size of the crime wave, and the number of reported crimes which are cleared or unresolved. Rates of reported liquor, traffic, and narcotics violations go up or down depending on the pressure to increase production quotas. The number of investigations launched may be held down if detectives are overworked, or boosted if the division hopes to pressure politicians for an expanded detective agency. Crime clearance rates are enhanced by the practice of laying multiple charges for single acts, some of which can later be traded in the plea bargaining process. Crime statistics are the outcome of such negotiations.

The internal operations of the police organization reflect not dissimilar patterns of negotiated order, inequality, and arbitrary application of rules. For superiors, they provide bargaining tools to keep order, and to keep patrol officers in their place. Much of the everyday working lives of officers were comprised of practices to avoid control from superiors and dispatchers, and to make their activities appear creditable to others while covering work skiving.

Cost is a crime?

The authors question how the enormous expansion of police manpower and technology can be justified, when officers spend the bulk of their time burning gasoline and harassing marginally offensive people. But they warn that alternatives such as citizens' self-policing may be worse. Supporting the police is a strong constituency with vested interests in the status quo, and in 'street-cleaning.'

In summary, the study has much in common with earlier approaches of role theory, describing the subculture of an occupational group, and the norms, expectations, and sanctions which it manifests, but it goes beyond the descriptive character of role theory in attempting to probe the mechanisms by which such definitions of reality are actively created and negotiated. The limitations of the study are those of role theory, the tendency to present an overly uniform view of the work role. There is need to probe more deeply for variations in the recorded pattern. In subcultural speech, police women and highly educated officers come under criticism as deviants — but to what extent do they in fact bring different conceptions of the policing role to their work? Are there no challenges to this pattern; no discernable changes over time between older officers and younger recruits? Is it the pattern of recruitment or learned experience which determines why the police so uniformly pick on the same targets of pukers? The study provides important insights, but still much of the dynamics of the negotiated order of police culture remains to be explored.

(Dr. Sylvia M. Hale is in the Deputy Deportment of Sociology or St. Thomas University, Fredericton, N.B.

VACANCIES. POSTES VACANTS

ADMINISTRATIVE POSITIONS

UNIVERSITY OF OTTAWA. Chair of Radiology. Applications are invited for the position of Professor and Chairman of the Department of Radiology, University of Ottawa. The appointee must have the leadership qualities, and the experience to undertake the responsibility for research, undergraduate and postgraduate medical education and the coordination of educational activities in the major affiliated teaching hospitals, the Ottawa Civic Hospital, the Ottawa General Hospital and the Ontario Cancer Treatment and Research Foundation. Suitable candidates should be eligible for certification by the Royal College of Physicians and Surgeons of Canada and for licensure by the College of Physicians and Surgeons of Ontario. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. An application, including curriculum vitae and appropriate references should be forwarded prior to January 15, 1985 to: G. Hetenyi, M.D., Ph.D., Vice-Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario, K1H 8M5; Tel: 737-6510.

UNIVERSITY OF MANITOBA. Department of Ophthalmology. Professor and Head. Applications are invited for the position of Professor and Head of the Department of Ophthalmology at the Faculty of Medicine, University of Manitoba. Candidates should have a substantial record and academic achievement in Ophthalmology and extensive experience in teaching and research, as well as proven administrative experience and clinical expertise. The department is responsible for programs of education at the undergraduate and postgraduate levels. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Applications and nominations should be accompanied by a curriculum vitae and submitted not later than January 15, 1985 to: Dr. John G. Wade, Dean, Faculty of Medicine, University of Manitoba, 753 McDermot Avenue, Winnipeg, Manitoba, R3E 0W3.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Director, The OISE/UWO Educetionel Leadership Centre. The Ontario Institute for Studies in Education is seeking a Director for the OISE/UWO Educational Leadership Centre to replace the incumbent who will be retiring on June 30, 1985. The new Director will be appointed effective July 1, 1985. The OISE/UWO Educational Leadership Centre is housed in Althouse College (Faculty of Education), at the University of Western Ontario, in London, Ontario and has been jointly funded and staffed by OISE and the University of Western Ontario for an initial period of five years from May 1, 1984. The Centre is presently staffed by a full-time and a half-time academic, two research officers and a secretary. Its program is multi-faceted and is directed to (1) continuing education; (2) research and development; (3) information dissemination; (4) field services, and (5) visiting educators. A major purpose of the centre is to provide a base from which educational leaders in Ontario can pursue studies of their role, their effectiveness and their leadership skills, with a primary focus in the initial period of the centre's establishment being on the role of the principal. The Director of the OISE/UWO Educational Leadership Centre will be an OISE faculty member and will receive salary and benefits directly from the Institute. Minimum requirements include an earned doctorate. Experience in educational administation is desirable. Applications including an up-to-date curriculum vitae and the names of three or more referees should be submitted by January 15, 1985 to: Dr. John Davis, Executive Head, Field Services and Extension, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Faculty of Medicine. (1) University Department: Anatomy. (2) University Title: Professor and Chairman. (3) Qualifications required: Ph.D. or M.D. degree. (4) Nature of Duties: To provide academic direction to a major basic science department. (5) Salary: To be negotiated. (6) Person to whom enquiries should be sent: Dean Frederick H. Lowy, Faculty of Medicine, University of Toronto, 1 King's College Circle, Toronto, Ontario, M5S 1A8. (7) Effective Date of Appointment: July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. University School of Rural Planning. Director. Applications and nominations are invited for the position of Director of the University School of Rural Planning and Development. The School, which was established in 1980, offers graduate degrees at a Master's level in rural planning, rural development and resource development. Faculty members are involved in Canada and internationally in research and outreach activities in rural areas. The graduate program in rural planning has been recognized by the Canadian Institute of Planners. The School has three faculty members who have full-time commitments to the School and seven who are jointly appointed with other departments in the University. Currently sixty graduate students are enrolled in the Master's program. The Director should have appropriate academic qualifications at the graduate level, together with extensive university and professional experience. Membership, or eligibility for membership in the Canadian Institute of Planners is desirable. The position is currently open. Position subject to final budgetary approval. Applications will be accepted until December 31, 1984 and should be submitted to: Dr. H.C.

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Clark, Vice-President Academic, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Chaire de Radiologie.La faculté des Sciences de la Santé ouvre un concours pour le poste de Titulaire et Directeur du département de radiologie. Le candidat choisi aura la responsabilité de voir au développement du programme de recherche. Il devra en plus voir à la surveillance des programmes de formation au niveau prédiplômé et postdoctoral, et à la coordination des programmes d'enseignement intégrés dans les hôpitaux affiliés, soit l'Hôpital Général d'Ottawa, l'Hôpital municipal d'Ottawa, et 'The Ontario Cancer Treatment and Research Foundation'. Les candidats qualifiés devront être éligibles au certificat du Collège royal des médecins et chirurgiens du Canada et au permis d'exercer du Collège des médecins et chirurgiens de l'Ontario. Selon les exigences d'immigration Canade, la préférence sera donnée aux candidats qui sont citoyens canadiens ou immigrant reçus. Prière de taire parvenir votre curriculum vitae et la liste de références avant le quinze janvier 1985 à l'attention de: G. Hetenyi, M.D., Ph.O., Vice-doyen, Faculté des Sciences de la santé, Université d'Ottawa, Ottawa, Ontario, K1H 8M5; Tel. 737-6510.

ACCOUNTING

UNIVERSITY OF MANITOBA. Accounting. Rank open. Doctorate in hand or near completion. Undergraduate and MBA teaching and research in one or more of the following areas: finanacial accounting, managerial accounting, information systems and auditing. Salary is fully competitive and will depend on qualifications, experience and research record. The appointment will be effective July 1, 1985. Please contact Dr. N. Elias, Chairmen, Search Committee, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The University encourages applications from women and men, and especially trom Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

McMASTER UNIVERSITY. Distlngufshed Professorlel Chelr fn Accountlng. It is expected that the holder ot the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A Ph.D. or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature of this distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment dete is open; however, July 1, 1985 is preterred. Applications should be mailed to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.

BROCK UNIVERSITY. School of Administretlve Studies. Applications are invited for a tenure track taculty position to assume responsibility for a multi-section introductory course in financial accounting and teach other upper level courses in accounting and/or auditing. Our expanding School includes an accounting co-op program that is now in its tifth year. A Ph.D., or a Ph.O. in progress, is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to Prof. J.A. Edds, Chairmen, Oept. ot Accounting and Finance, School ot Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

ADMINISTRATIVE STUDIES

BROCK UNIVERSITY. School of Administretlve Studies. Expanding School is seeking epplicants for faculty positions in Marketing; Organizational Behaviour; Personnel Management and/or Labour Relations end Generel Manegement. Ph.O. preferred. ABD considered. Renk open; salary and rank will be commensurate with qualifications. Applications, including curriculum vitae and the names of three referees should be submitted to Dr. Carol A. Sales, Chairman, Department of Menagement and Marketing, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

ART AND CULTURE

COURSE IN POLISH ART AND CULTURE. May 29-June 25, 1985. 4 weeks in Poland: University of Warsaw, Catholic University of Lublin. Seminars, lectures, guided tours, visits of Polish towns, tourist attractions. All in English and French. Subjects: Art History, History, Literature, Sociology, Theatre, Music, Film. Total cost: Can.$1050 and US $500. Included: round-trip flight (ticket valid 1 year), room and board, tuition, transportation in Poland. Group of 25 participants. Application deadline March 15, 1985, Contact: Dr. Andrew Stoga (514)483 2976 after 6 p.m.

ART HISTORY

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Art Hlstory. Appointment in Art History at the Assistant or Associate Professor level to teach a survey in Canadian art and survey courses in general Art History. The successtul candidate will also offer elective courses within the Art History program (not necessarily in the Canadian field). PhD or candidacy preferred. The appointment will commence July 1, 1985. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents. Address letter of application with curriculum vitae and names of references to Dennis Young, Chairperson, Art History Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Deadline February 28, 1985.

McGILL UNIVERSITY. Faculty of Arts. Department of Art History. Applications are being accepted for a tenure stream appointment for three years at the level ot Assistant Professor in the Department of Art History, commencing in September 1985. This appointment is subject to budgetary approval. Qualifications: Ph.D. in Art History - Teaching experience desirable - Publications an asset - Fluency in French and English. High quality is the first criterion. The successtul candidate would be required to teach primarily undergraduate courses and greduate seminars, in the area ot 19th and 20th century art. He/She will also be expected to participate in additional administrative and academic activities of the Department. Salary: The present (1984-85) Assistant Protessor's base salary is $29,502.00. Send application and complete curriculum vitae to: Dr. Rigas N. Bertos, Chairman, Department of Art History, McGill University, 853 Sherbrooke St. West, Montreal, Ouebec, H3A 2T6, Canada. Candidates should request three (3) referees to send letters of recommendation to this same address.In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Deadline: The closing date Is December 31st, 1985 or until the position has been tilled.

BIOCHEMISTRY

McMASTER UNIVERSITY. Biochemistry. Postdoctoral Fellows or Research Associates for research in viral membrane glycoprotein and reverse transcriptase gene cloning, expression and directed mutagenesis, sorting of membrane glycoproteins and use of retrovirus vectors for insertion and expression ot genes. Ph.D. in Biochemistry, Microbiology of Moleculer Biology. Experience in animal virus and/or recombinant DNA. Minimum starting salary $18,500. Research Associates opportunity for limited teaching. Apply with names of three referees to Or. H.P. Ghosh, Protessor and Chairman, Oepartment ot Biochemistry, McMaster University, Hamilton, Ontario, Canada, L8N 3Z5.

UNIVERSITY OF MANITOBA. Biochemfstry. Research Associate in the Oepartment of Biochemistry, Faculty of Medicine, University of Manitoba to study phospholipid metabolism in the mammelian heart. Applicants should have a Ph.O. in biochemistry and have extensive experience in lipid biochemistry research. Background in enzymology, metabolic regulation and cardiovascular physiology essential. The starting salary is $20,000 per annum. Please send curriculum vitae and three letters of reference to Dr. P.C. Choy, Department of Biochemistry, Faculty of Medicine, University of Manitoba, Winnipeg, Manitoba, R3E 0W3 no later than January 1, 1985.

THE UNIVERSITY OF BRITISH COLUMBIA. Department ot Chemistry. Postdoctoral fellow for research on contractile proteins in blood platelets. Will involve protein purification and analysis by fluorescence and other spectroscopic methods. Candidate should have Ph.D. in Biochemistry or Chemistry. Position available January, 1985 at a minimum starting salary of $18,500.00, grant supported. Apply with name of 3 referees to Dr. L.D. Burtnick, Department of Chemistry, The University ot British Columbia, Vancouver, B.C., V6T 1Y6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BOTANY

UNIVERSITY OF TORONTO. Department ot Botany. Research Associate Position. The University of Toronto's Mushroom Research Group has a position tor a molecular biologist. A Ph.D. in mycology, genetics, biochemistry or related area with postdoctoral experience is required. Candidates with demonstrated expertise working with the commercial mushroom are encouraged to apply by December 31, 1984 to: Dr. P.A. Horgen, Mushroom Research Group, University of Toronto, Erindale Campus, Mississauga, Ontario, Canada, L5L 1C6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Botany. Post-doctoral Research Fellowship. The University of Toronto's Mushroom Research Group has several positions available for molecular biologists, geneticists and mycologists to work on genetic engineering of the commercial mushroom. Posttions are for 2-3 years. A completed Ph.D. is required; please send C.V. and three letters of reference to Dr. Paul Horgen, Mushroom Research Group, University ot Toronto, Erindale Campus, Mississauga, Ontario, Canada, L5L 1C6. Closing date: January 15, 1985.

UNIVERSITY OF TORONTO. Department of Botany. The Botany Department, University of Toronto is seeking candidates in genetics tor a tenure-stream taculty position at the Assistant Professor level. Applicants should have an interest in research and teaching in the genetics of plants in population and/or developmental biology. Salary will be at the Assistant Protessor level and commensurate with experience. The successful candidate will be expected to teach plant genetics, conduct an independent research programme and collaborate with other taculty in the Department in the development of an active research group in genetics. The successful applicant's appointment would start on or as soon as possible after July 1, 1985. Candidates should submit c.v. and arrange for 3 letters ot reference to be sent to: Dr. J.P. Williams, Chairman, Department of Botany, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications is January 1, 1985. This position is subject to final budgetary approval. (In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS

TRINITY WESTERN COLLEGE. Business.a) Position: Full Professor. b) Oualitications - Ph.O. required, plus extensive teaching experience in a Christian College context and practicel business experience. c) Teaching Marketing, Business Law, Management end Advertising and with ability to Integrate one's discipline with a Biblical Christian felth. d) Write to - Or. Kenneth R. Davis, Oeen, Trinity Western College, 7600 Glover Rd., Langley, B.C., Caneda, V3A 4R9. The university of Trinity Western College is an evangelical Christian College, chartered by the province ot British Columbia and granting B.A., B.Sc., and B.Ed. degrees. e) Opening tor September, 1985.

TRINITY WESTERN COLLEGE. Business.a) Position - Instructor or Assistant Professor. b) Ph.O. or possibly en M.A. in Business Economics plus Business experience or an M.B.A. with extensive work in Economics plus Business experience. c) Teaching undergraduate Economics and Business with the ability to integrate one's discipline with a Biblically Christian perspective. d) Write to - Dr. Kenneth R. Davis, Dean, Trinity Western College, 7600 Glover Road, Langley, B.C., Canada, V3A 4R9. The university of Trinity Western College is an evangelical Christian College, chartered by the province of British Columbia and granting B.A., B.Sc., and B.Ed. degrees. e) Opening for September, 1985, subject to budget approval.

QUEEN'S UNIVERSITY. School ot Busfness. Applications are invited for tenure-track or tenured positions in Accounting, Production/Operations Management, Organizational Behaviour and Finance. In addition, qualified applicants in International Business and fntormation Systems are sought. Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching will be at the B.Com., M.B.A., and Ph.O. levels. Applications will be accepted until positions are filled but should be submitted by December 31, 1984 since interview visits will be scheduled early in 1985. Candidates ot both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names ot three references to: Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

THE UNIVERSITY OF ALBERTA. Faculty ot Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Industrial Relations, Management Science/Production, Organization Behavior, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualtications. Ranges are: Assistant Protessor $29,720 to $41,820; Associate Professor $37,420 to $53,658; Protessor from $48,010. In addition, market supplements to ensure competitive ofters are negotiable. Appointments normally effective July 1. Positions subject to availability of tunding. Send resume to Dr. R.S. Smith, Dean, Faculty ot Business, The University of Alberta, Edmonton, Alberta, T6G 2R6, Canada. The University ot Alberta is an equal opportunity employer.

BUSINESS ADMINISTRATION & COMMERCE

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Marketing, Operations Management & Ouantitative Business Analysis, and Introductory Policy for the 1985-86 academic year. Oualifications: Lecturer up to Associate Protessor. Duties: Undergraduate and/or graduate teaching. Applications accepted till positions are filled and are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be made to Dr. Bruce Fournier, Associate Dean ot Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

SIMON FRASER UNIVERSITY. Business Administration. The Faculty of Business Administration invites applications for tenure-track appointments in: 1. Accounting; 2. Business Finance; 3. M.I.S.; 4. Marketing; 5. Organisation Behaviour. Rank open. Succesttul candidates must have strong research and teaching abilities for both undergraduate and graduate courses. Ph.O. in hand or near completion. Be prepared to actively participate in the development of the Faculty. Start date - September 1985 (flexible). Candidates eligible tor employment in Canade at time of application are preferred. All positions are subject to budgetary approval. Send curriculum vitae and names ot three referees to: Appointments Committee, Faculty ot Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

UNIVERSITY OF WINDSOR. Fecufty of Business Adminfstretion. Full-time (tenure track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (Includes Personnel, IR, menagement etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Buisness. PhO (or ABO) required for tenure-

track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send resume to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK. Administretion. The Division of Administration invites applications for a tenure-track position in Organizational Behaviour and a tenure-track position in Humen Resource Management. Salary and rank will be commensurate with qualifications and experience. Qualifications required include the Ph.D. completed or near completion; Individuals with lesser qualifications may be appointed to a term position. The starting date is July 1, 1985; applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Business Administration. Faculty of Administration invites applications in: Accounting, Finance, Industrial Relations including Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administration overlapping with one or more of the above areas. Qualification tor tenure track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is an MBA with a good academic record. Persons with tenured positions elsewhere may apply for a visiting appointment. Appointment effective July 1, 1985 or January 1, 1986 as convenient. Successful candidates will teach in BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University ot New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

DALHOUSIE UNIVERSITY. Business Administretion. The School of Business Administration at Dalhousie University has positions open in Management Information Systems. Candidates are expected to be capable researchers, have considerable computer experience, and have a strong research or industrial record in their area of specialization. Successful applicants will be expected to make major contributions to the School's innovative Courseware Development Project. Applications are invited from candidates with Ph.D. or equivalent experience. Salary and rank will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Enquiries should include a curriculum vitae and the names of three referees and should be sent to Dr.John H. Scheibelhut, Director, or Dr. M.A.H. Dempster, R.A. Jodrey Professor, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Management Science, (iv) Information Systems, (v) Personnel and Industrial Relations. Rank ot Assistant, Associate or Professor, depends on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Science and Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Applicants in the fields of personnel and industrial relations with teaching proficiency in both areas will be given preference. Salary will be commensurate with qualifications, teaching and practical experience. The availability ot some positions is subject to budgetary approval. Appointment date is open; July 1, 1985 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. G.W. Torrence, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for a full-time position commencing July 1, 1985. Applicants should have an M.B.A., a professional accounting designation and relevant business experience. The successful candidate will teach in the Accounting and Finanacial Management area. Rank is open; current floor salary for an Assistant Professor is $25,030.00 and $31,717.00 for the rank of Associate Professor. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should send curriculum vitae and the names of three referees to Patrick G. Wesley, President, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4.

UNIVERSITY OF WATERLOO. Business Administration. Accounting - Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) taxation (iii) managerial accounting (iv) information systems. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1985 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Jack R. Hanna, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to till its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

CANADIAN STUDIES

THE JOHNS HOPKINS UNIVERSITY. Canadian Studies. The Centre of Canadian Studies at The Johns Hopkins School of Advanced International Studies, located in Washington, D.C., seeks candidates for the position of Assistant Professor in Canadian Studies. Initial appointment is for three years with the possibility of reappointment thereafter. This is not a tenure track position. Areas of teaching competence must include either Canadian domestic political institutions or Canadian economics and commercial policy. Candidates should have a research interest in at least one ot the following fields: International Relations, Comparative Politics or Economics. Some administration is involved. Qualified applicants should send a curriculum vitae and names of three references by February 15,1985 to: Dr. Charles F. Doran, Center of Canadian Studies, School of Advanced International Studies, 1740 Massachusetts Avenue, N.W., Washington, D.C., 20036. An Affirmative Action/Equal Opportunity Employer.

CHEMISTRY

UNIVERSITY OF ALBERTA. Chemistry. Research associate. This person will be expected to carry out research in the area of antiCancer drug design and synthesis and study of their interactions with nucleic acids. He or she should have a recent Ph.D. in pharmacy in this area of specialization and should have experience in the following areas: relevant drug design, small scale stereocontrolled synthesis, drug-receptor interactions. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range, depending on qualfications and experience up to $24,000. Applicants should arrange to have sent by January 31, 1985 a curriculum vitae and at least two letters of recommendation to: Dr. J. William Lown, Department of Chemistry, University of Alberta, Edmonton, AB, T6G 2G2.

UNIVERSITY OF TORONTO. Chemistry. Post Doctoral Fellowship or Research Associate. Research in area of asymmetric synthesis, exploiting enzymes as chiral catalysts. Salary: $20,000 (minimum). Send curriculum vitae with names of two referees to: Dr. J.B. Jones, Department of Chemistry, University of Toronto, Toronto, Ontario, M5S 1A1.

CHINESE

THE UNIVERSITY OF BRITISH COLUMBIA. Chinese. The Department of Asian Studies expects to appoint a leave replacement in Chinese from 1 January-30 April 1985. Ph.D. complete or near completion. Language teaching experience essential. Native or near native fluency in Mandarin. Duties: second term teaching of first and third year modern Chinese and of Chinese literature in English translation. Send full curriculum vitae with names of at least three referees to Professor A.N. Aklujkar, Department of Asian Studies, University of British Columbia, Vancouver, B.C., V6T 1W5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline for applications: December 31, 1984.

CLASSICS

UNIVERSITY OF VICTORIA. Department of Classics. The Department of Classics invites applications for a vacancy at the rank of visiting lecturer for the period September 1, 1985 - April 30, 1986. Candidates should be prepared to teach undergraduate courses in Greek, Latin and Classical Studies. Applicants should send a curriculum vitae to Professor J.P. Oleson, Chairman, Department ot Classics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2 by February 1, 1985 and ask for three referees to write to him on their behalf. Individuals who applied for a position last year may simply write to request that their application be reactivated. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

COMPUTER SCIENCE

DALHOUSIE UNIVERSITY. Computing Science. Applications are invited for a tenure-track position in Computing Science at the assistant professor level. The normal date of appointment is July 1, 1985 (although January 1, 1985 would be considered). Requirements are a Ph.D. and a proven ability or demonstrated potenfial for research and teaching. Outstanding applicants in any area of Computing Science will be seriously considered but preference will be given to applicants whose research interests include the areas of operating systems or distributed computing. Computing Science is in a state of active development at Dalhousie University, with five appointments having been made within the last two years. Send vitae and names of three references to: Dr. R. Rosenberg, Director of Computing Science, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S., Canada, B3H 4H8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

THE UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for three tenure track positions at the Assistant/Associate Professor level. The Department is currently involved in an expansion program to meet increased student enrolments. Candidates must have a Ph.D. in Computing Science or related field, or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the graduate and undergraduate levels, and research. Candidates from all areas will be considered, although preference will be given to those with expertise in the area of VLSi, Software Systems, Networks, Programming Languages, Software Engineering, Artificial Intelligence and Computer Architecfure. At least one appointment will be made in the area of VLSI or Software Systems. Current hardware support includes an Amdahl 5870, a network of VAX 11/780's, PDP-11's and well equipped mini and micro computer laboratories. Salary and rank commensurate with qualifications and experience. Current salary floors: Assistant $29,720; Associate $37,420. Send curriculum vitae and names of three references to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. Applications will be accepted until December 31, 1984. The University is an equal opportunity employer but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. School of Computer Science. The School is expanding in the systems area end has several openings for Assistant, Associate and Full Professors. We have a strong research orientation and a good reputation in theoretical computer science. A Ph. D. or equivalent is required. All areas of computer systems are of interest, with preference for candidates with established records in any of operating systems, programming languages, database systems, knowledge-based and expert systems, VLSI, multiprocessing and networks. Responsibilities include research, and graduate and undergraduate teaching. Salary and starting data are negotiable. Professor T.H. Merrett, Acting Director, School of Computer Science, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada. In accordance with Canadian Immigration regulations, this offer is addressed to Canadian citizens and landed immigrants, in the first instance.

ACADIA UNIVERSITY. School of Computer Science. Two tenure track, one two-year, and one sessional appointment available immediately in any specialty area. Ph.D. in Computer Science or closely related area preferred, but candidates with M.Sc. considered. Undergraduate and M.Sc. teaching and research, curriculum development, and usual administrative duties for tenure track positions. Rank and salary commensurate with qualifications and experience. Include name, address, and phone number of at least two referees, have them send letters of recommendation direct to speed processing, and apply to: Dr. Wayne Brehaut, Chairman of Selection Committee, School of Computer Science, Acadia University, Wolfville, N.S., Canada, B0P 1X0. For further information, please write or phone 902-542-2201 (468). Applications accepfed until positions filled.

SAINT MARY'S UNIVERSITY. Computer Science and Business Administration. A unique interdisciplinary degree including the areas of Computer Science and Business Administration has recently been instituted at Saint Mary's University. As a result, we are seeking an individual with a Computer Science and/or Business Administration background who wishes to be actively involved in the direction, organization, development, and promotion of this new program. Our ideal candidate would possess a doctoral degree in Computer Science or Business Administration with both a theoretical and applied orientation. However, we will consider others who may not have a doctoral degree in this discipline, but who do have a program related doctoral degree with a strong Computer Science orientation. The duties of the successful applicant will include directing the program, teaching at the graduate and/or undergraduate level, research, and advanced level course development. This is a regular probationary appointment (tenure-track) beginning 1 September 1985. Both salary and rank are open. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names and addresses of at least three references to F.C. Miner, Dean of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

CARLETON UNIVERSITY. Computer Science/Computer Engineering. Applicants are invited for tenure track, term, or visiting appointments at the assistant/associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as software engineering, operating systems, database systems, CAD of computer systems, applied AI, computer communications, real-time programming, microprocessors or computer architecture. The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting ot a VAX 11/750, SUN 68000s, many PDP 11s, 8086s, and an Intel development system network. Applicants should have a Ph.D. degree or equivalent in Computer Science or related engineering discipline. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The positions are open to both men and women. Send C.V. and names of references to: Dr. Bernard Pagurek, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada, K1S 5B6.

THE UNIVERSITY OF BRITISH COLUMBIA. Computer Science. The Department of Computer Science, the University of British Columbia, invites applications for a tenure-track faculty position available January, 1985. Candidates in all research areas of computer science will be considered. A Ph.D. in Computer Science or related field is required, and salary will be commensurate with rank and experience. Duties will include graduate and undergraduate teaching, supervision of graduate students, and research. Applications should include a Curriculum Vitae and the names of three references. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to J.M. Varah, Head, Department of Computer Science, the University of British Columbia, Vancouver, B.C., V6T 1W5.

UNIVERSITY OF WtNDSOR. Schoot of Computer Science. Applications are invited for several tenure-track faculty positions in the School of Computer Science. The appointee should have a Ph.D. in computer science, or in a cognate area if supported by suitable experience. The School has a fairly wide range of teaching and research interests, including database systems, compiler writing, information systems, computer graphics, pattern recognition, performance evaluation, microcomputer applications and automata theory. The appointment will be effective from July 1, 1985. Arrangements can be made for an earlier appointment if desirable. Salary and rank are open. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send a detailed curriculum vitae and the names of three references by December 30, 1984 to: Dr. S.t. Ahmad, Director, Schoot of Computer Science, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-4232 Ext. 2990.

UNIVERSITY OF NEW BRUNSWICK SAINT JOHN CAMPUS. Computing Science. Applications are invited for two tenure-track positions in the Division of Mathematics, Engineering and Computer Science. Candidates should have a Ph.D.In Computer Science or related field, or demonstrated equivalent achievement in education and research. Applicants from all areas of computing science will be considered, although preference will be given to those with expertise in the areas of data analysis, data management and programming languages. Duties include teaching at the undergraduate tevel and research. Salary and rank commensurate with qualifications and experience. Curriculum Vitae and names of three references should be sent to Dr. P. McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5. The appointments will be effective July I, 1985; applications will be accepted until both positions are filled. In accordance with Canedian Immigration regulations this advertisement is directed to Canadian cttizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Astronomy - Computer Science. The Physical Sciences Division, Scarborough Campus, has an opening for a tenure stream position at the Associate Professor level, beginning 1 July 1985. The successful candidate will be expected to carry out research and graduate supervision in the field of Theoretical Astrophysics, with emphasis on general relativity and cosmology and the application ot computer algebra to these areas, and to teach computer science at the undergraduate level. Salary will be commensurate with qualifications and experience. Applicetion should be sent by December 31, 1984 to: Professor John M. Perz, Chairman, Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens and landed Immigrants. This position is subject to budgetary approval.

CROP SCIENCE

UNIVERSITY OF GUELPH. Department ol Crop Science. Assistant/Associate Professor. Cereal Breeder. Full-time probationary position (tenure track). Responsibilities would initially include barley and oat breeding, graduate and/or undergraduate teaching and some extension. Position offers good opportunity to continue established program. Good field, growth room and laboratory facilities and technical assistance available. Applicant should possess Ph.D. in plant breeding with additional strengths in one of the underlying sciences. Salary and rank commensurate with training and experience. Closing date December 3l, 1984 or when suitable applicant is identified. Send resume, transcripts and names and addresses of three references to: Dr. J. W. Tanner, Chairman, Department of Crop Science, Universlty of Guelph, Guelph, Ontario, NIG 2WI. Position subject to tinal budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DENTISTRY

McGILL UNIVERSITY. Faculty ot Denttstry. Department of Community Dentistry. Undergraduate Level. The Faculty of Dentistry, McGill Universlty, invites applications for a tull-time tenure-track position withln the Department of Community Dentistry. This position also Includes the possibtlity of consideration for the position of Chairman of the Department of Community Dentistry. Candidates must possess the degree D.D.S. and M.P.H. or its equivalent, and be eligible for ticensure in the Province of Ouebec. Fluency in the French language would be an asset. Responsibilities include undergraduate teaching in Community Dentistry and administration. Preference will be given to candidates who have a demonstrated record of productive research. Private practice privileges are available. Salary will be commensurate with quallfications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications must be submitted prior to February 28th, 1985, accompanied by a detailed curriculum vitae and three references, and addressed to: Dr. C. Smith, Chairman, Search Committee - Community Dentistry, Faculty of Dentistry, McGill University, Strathcona Anatomy and Dentistry Building, 3640 University St., Rm. 110, Montreal, P.O., H3A 2B2.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Effective July 1, 1985 a vacancy for a tull-time faculty member will exist in the Department of Diagnostic and Surgical Sciences, College of Dentistry, University ot Saskatchewan. Applicants should have postgraduate training in, or related to, Diagnosis and Oral Radiology, with a major emphasis on Oral Radiology. Responsibilities include undergraduate teaching related primarily to Oral Radiology and secondarily to Diagnosis and Treatment Planning and supervision of related clinical and service activities. Research facilities are available and the adjacent University Hospital Dental Residency Program may provide useful resources. Maxlliofacial radiology equipment presently installed in the department includes intra-oral, cephalometric, panoramic and tomographic units. Consulting and Practice Privileges to a maximum of two half days per week are permitted, either on or off base. Salary and rank commensurate with qualifications and experience. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dr. D.L. Singer, Chairman, Oral Radiology Search Committee, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO. Deadline for receipt of applications is January 1, 1985. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Faculty of Dentistry. Division of Oral Diagnosis/Radiology. (Undergraduate Level). The Faculty of Dentistry, McGill University invites applications for a full-time, tenure-track position at the Assistant Professor level in the Division of Oral Diagnosis/Radiology. Candidates must have successfully completed graduate studies in the Dental Diagnostic Sciences or a related discipline. Teaching experience and demonstrated ability in research is desired. Candidate must also be eligible for licensure in the Province of Quebec. Responsibilities will include undergraduate teaching in Oral Diagnosis, Oral Medicine and Oral Radiology. The successful applicant will be expected to carry out research in these areas. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications must be submitted prior to February 28, 1985, accompanied by a detailed curriculum vitae and two references, and should be addressed to: Dr. E.P. Millar, Oral Diagnosis/Radiology Search Commitee, Faculty of Dentistry, McGill University, c/o Montreal General Hospital, 1650 Cedar Avenue, Montreal, P.O., H3G 1A4.

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for a full-time academic position in the Division of Removable Prosthodontics. Candidates must have graduate education in Removable and Fixed Prosthodontics and teaching experience. Rank and salary are commensurate with education and experience of an Assistant Professor ($29,720 - $42,920), or Associate Professor ($37,420 - $54,364). Applicants should be eligible for licensure in the Province. The University of Alberta is an equal opportunity employer. All inquiries should be forwarded by February 28, 1985 to: Dr. K.W. Hinkelman, Chairman, Department of Restorative Dentistry, Faculty of Dentistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2N8 - (403) 432-5849.

DRAMA

QUEEN'S UNIVERSITY. Drame. Applications are invited for a tenure-stream position at the Assistant Professor level in Drama for July 1, 1985. The Ph.D. is required of applicants. Universlty teaching and some publication is preferred. The successful candidate should demonstrate expertise in dramatic literature, directing and/or acting. Men and Women are encouraged to apply. tn accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications should be directed to: Professor David E. Kemp, Acting Head, Department ot Drama, Queen's University, Kingston, Ontario, K7L 3N6. Deadline for applications January 31st, 1985.

UNIVERSITY OF GUELPH. Department ot Drama. The Department of Drama, Universlty of Guelph, invites applications for a tenure-track position at the Assistant Professor level for 1 July 1985. A Ph.D. is required, together with demonstrated scholarly achievement and an ability to teach e wide range of courses within the Drama curriculum, both academic and practical. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a full curriculum vitae and names and addresses of three referees, should be directed to Professor L.W. Conolly, Chairman, Department of Drama, Universlty of Guelph, Guelph, Ontario, N1G 2W1. Deadline for applications is 31 December 1984. Subject to final budegetary approval.

ECONOMICS

SAINT MARY'S UNIVERSITY. Department of Economics. Applications are being accepted for a limited term (one year) appointment commencing in September, 1985, to fill a vacancy occasioned by a pending sabbatical leave. Future renewal is possible pending funding availability and anticipated sabbaticals. Applicants for the position should have a Ph.D. (completed or near completion), previous teaching experience and a strong commitment to research and to undergraduate teaching. Fields are open, and applicants with successful innovative experience at the introductory economics level are of particular interest. Currently employed individuals, on leave or wanting to relocate temporarily, are welcome to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and the names of three references, should be forwarded to: Dr. Andrew S. Harvey, Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until the position is filled.

SIMON FRASER UNIVERSITY. Economics. The Department of Economics, Simon Fraser University, invites applications for a tenure-track position beginning September 1, 1985. Applicants should preferably have e Ph.D., although those who are completing their doctoral dissertation will be considered. Major fields of interest are macroeconomics, microeconomics, international trade, and economics history at the graduate and undergraduate levels, although applicants are not restricted to these areas. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Applicants are invited to submit their curriculum vitae and names of at least three references to Dr. Kenji Okuda, Chairman, Department of Economics, Simon Fraser University, Burnaby, B.C., V5A 1S6 as soon as possible.

UNIVERSITY OF WATERLOO. Department ot Economics. Applications are being accepted for 1. One or more appointments in ranks commensurate with candidates qualifications. 2. Ph.D. with competence in both scholarship and graduate (M.A.) and undergraduate teaching. 3. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: international Economics, Labor Economics. 4. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. 5. Applications, including a curriculum vitae and references, should be sent to Dr. R.R. Kerton, Acting Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. Effective date of appointment, July 1, 1985. 7. Closing date for receipt of applications, December 31, 1984. It is the intention of the Universlty ot Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Economics. The Department ot Economics at McMaster University has a tenure-track position for an Associate Professor in the area of Game Theory and Industrial Organisation, commencing July 1, 1985. Candidates are required to be good teachers and to have obtained international recognition as scholars. Closing date for application is January 15, 1985. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and names of referees should be sent to Dr. S. Ahmad, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Department of Economics. Instructor. Work towards PhD or equivalent qualification desirable, but MA's or equivalent qualification considered. Excellence in teaching is required. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions, and appointments may be made for periods of not less than one and not more than two years. Any candidate who is actively working towards the PhD, or equivalent qualification, may be appointed at the rank of Lecturer, and any candidate with a completed PhD or equivalent qualification is eligible for appointment at the rank of Assistant Professor. The limited-term nature of the position will not be changed. Duties include teaching various undergraduate courses in economics, including Priniciples of Economics. Salary floor $16,000. Contact Professor Michael Parkin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective September 1, 1985. Positions subject to budgetary approval. Closing date for receipt ot applications is February 15, 1985. An Equal Opportunity Employer.

YORK UNIVERSITY. Economics. York University, Department of Economics, Faculty of Arts, announces openings for tenure track positions and sessional appointments subject to authorization and budget approval. Rank and salary are commensurate with qualifications and experience. At the Assistant Professor level candidates are expected to have a Ph.D. Degree (or expected in 1985) and at the Associate Professor level candidates are required to have demonstrated achievement as established scholars and good teachers. Duties include teaching (at undergraduate and graduate levels) and research. Fields of specialization open. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with C.V. and names of three referees should be sent to Professor John C.

Evans, Chairman, Department of Economics, Room S845, Ross Building, York University, 4700 Keele Street, Downsview, Dntario, M3J 1P3. Closing date for applications is December 31, 1984.

UNIVERSITY DF GUELPH. Department of Economics. Tenure track positions available. Assistant or, in exceptional circumstances, associate professor - specialization open. Candidates should have a Ph.D. (or equivalent) or, in the case of assistant professor, expect to complete the Ph.D. requirements in 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and three letters of reference by December 31, 1984 to: Professor D.A.L. Auld, Chairman, Department of Economics, University of Guelph, Guelph, Dntario, Canada, N1G 2W1. The positions are subject to budgetary approval.

TRENT UNIVERSITY. Economics. Applications are invited for two or more appointments, term or tenure track at the rank of Lecturer/Assistant Professor, commencing 1 July, 1985. Responsibilities include research and undergraduate teaching in Theory, Quantitative Methods, Natural Resource Economics, History of Economic Thought, Labour Economics, Development Economics; other fields will be considered. Applicants for these positions should have a doctorate or be near completion. Salary and rank and negotiable in accordance with qualifications and experience. Appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with names of three referees to Dr. D.C.A. Curtis, Chairman, Department of Economics, Trent University, Box 4800, Peterborough, Dntario, K9J 7B8.

McGILL UNIVERSITY. Department of Economics. Dne opening, beginning in September 1985 for a distinguished professor. Candidate must have an outstanding publications record, important ongoing research, and demonstrated effectiveness in teaching. Areas of specialization are open. Preference for candidates with a background in Econometrics or Mathematical Economics. Position carries tenure. Salary commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three referrees. Contact: Professor Myron J. Frankman, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY. Department of Economics. Applications invited for a tenure track appointment at the rank of Assistant Professor, commencing September 1985, subject to budgetary approval. Fields of specialization are open. A Ph.D. (completed or near completion) required. Applications with c.v. and names of three referees should be addressed to Professor Myron J. Frankman, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORDNTO. Economics. Assistant and Associate Professors of Economics - positions subject to budgetary approval. Tenure Stream Positions. While appointments may be made in any subfield, field preferences include Macro-Economic Theory, International Economics, Econometrics, Quantitative Public Finance and Game Theory. Candidates for tenure stream Assistant Professor appointments should have at least two full years of post doctoral teaching or research experience. Candidates for Associate Professor positions must have made significant contributions to their fields, as evidenced by contributions to major journals. Appointments effective July 1, 1985; salaries commensurate with qualifications. Interested candidates should write by December 31, 1984, providing a Curriculum Vitae and the names of three referees to: T.A. Wilson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Dntario, M5S 1A1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

UNIVERSITY DF TORDNTO. Economics. Assistant Professors of Economics - positions subject to budgetary approval. Three Year Term Appointments renewable for two additional years. While appointments may be made in any field, field preferences include Macro-Economic Theory, International Economics, Econometrics, International Economic History and Quantitative Public Finance. Ph.D. Degree or equivalent with adequate training in Economic Theory and Quantitative Methods, as well as in the field of Specialization. Appointments effective July 1, 1985; salaries commensurate with qualifications. Interested candidates should write by December 31, 1984, providing a Curriculum Vitae and the names of three referees to: T.A. Wilson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Dntario, M5S 1A1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

UNIVERSITY DF TORDNTD. Economics. Visiting Appointments in Economics - positions subject to budgetary approval. Visiting appointments throughout the professorial range may be available for established scholars on a full-time or part-time basis. Fields of specialization are flexible. The minimum qualification is a Ph.D. Degree or equivalent. Candidates must be on leave from established positions in universities or non-profit research institutions. Appointments effective July 1, 1985; salaries commensurate with qualifications. Interested candidates should write by December 31, 1984, providing a Curriculum Vitae and the names of three referees to: T.A. Wilson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Dntario, M5S 1A1, Canada. An equal opportunity employer.

EDUCATION

UNIVERSITY DF SASKATCHEWAN. College of Education. The Department of Curriculum Studies, College of Education, University of Saskatchewan, invites applications for a tenure-track position in elementary language arts, with a special emphasis in children's literature and educational drama. The candidate for this position should possess a Ph.D. or equivalent and have successful classroom experience. The position involves undergraduate and graduate teaching, supervision of graduate students and in-service work, and supervision of student teaching. This appointment will be made at the assistant professor level, and salary will be commensurated with qualifications and experience. This position is subject to budget approval. The University of Saskatchewan is an equal opportunity employer. However, in accordance with Canadian Immigration requirements this advertisement is directed primarily to Canadian citizens and permanent residents. Closing date for this position is February 1, 1985. Send curriculum vitae and names of three references to: Dr. S.D. Robinson, Head, Department of Curriculum Studies, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N QWQ.

LAKEHEAD UNIVERSITY. Faculty of Education. The Faculty of Education of Lakehead University invites applications for a tenure track appointment in Special Education. Candidates should hold a doctorate in an appropriate academic area with a particular focus on learning disabilities. Candidates must hold a teaching certificate and have teaching experience at the elementary and/or secondary level(s) and provide a statement of a proven record of research and scholarly activity. Duties will include an appropriate combination of undergraduate and graduate teaching/student supervision, and research and scholarship. Some off-campus teaching and/or co-ordination of Special Education courses may be required. Rank and salary will be commensurate with qualifications and experience. Canadian immigration regulations require that applications from Canadian citizens and landed immigrants be given preference. Appointment effective July 1, 1985: send full curriculum vitae and names of three referees to: The Dffice of the Dean, Faculty of Education, Lakehead University, Thunder Bay, Dntario, P7B 5E1.

UNIVERSITY DF MANITDBA. Continuing Education. Subject to budgetary approval, the Continuing Education Division at the University of Manitoba invites applications for a Tenure Track position at the associate professor level. Applicants are expected to hold a doctorate in the area of Adult and Continuing Education and to have demonstrated skill in teaching, program development and program administration particularly in the field of distance education. In addition, applicants will be expected to have had administrative experience at a senior level in continuing education. Initial duties will include senior administrative responsibilities and teaching and program development activities in the field of adult and continuing education. Salary is commensurate with rank and experience. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application and a copy of their curriculum vitae, together with the names and addresses of three referees, to Professor M.A. Bonneau, Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for the receipt of applications is December 31, 1984.

UNIVERSITY DF ALBERTA. Secondary Education. The Department of Secondary Education, Faculty of Education, The University of Alberta, is seeking a senior instructor for Spring Session 1985 to teach Ed. C.I. 696, Conference Seminar, an advanced graduate level seminar in advanced curriculum studies for advanced master and doctoral students. It is a four week intensive course extending from April 29 to May 24, 1985 given to understanding curriculum as a 'currere', the running of a course, from both reconceptualist and post-reconceptualist perspectives. Issues emerging from the participants' personal situation should be given emphasis. The appointment will be at the professor level. Doctoral degree, successful teaching experience at the advanced graduate level in curriculum studies expected. Salary at the professor level is $5,078.00. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is December 31, 1984. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. T. Aoki, Chairman, Department of Secondary Education, The University of Alberta, Edmonton, Alberta, T6G 2G5.

UNIVERSITE DE MDNCTDN. Education permanente. Atelier La Liturgie Des Heures. 1. L'Education permanente de l'Université de Moncton est à la recherche d'une personne pour diriger un Atelier (non-crédité) parallèlement à un Seminaire sur la Liturgie des heures (SR 4620) (crédité). 2. Formation liturgique et doctrinale. Connaissance des textes de leur tradition et de leur importance dans la prière, le chant et la vie liturgique de l'Eglise. Recherches et expérimentations dans l'édition de la 'Liturgia Horarum'. Les candidats doivent maîtriser la langue française, orale et écrite. 3. Le professeur choisi devra enseigner la composition et la doctrine de la Liturgie des heures et former les participants à sa célébration liturgique. 5. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de 3 répondants et être transmise au plus tard le 30 décembre 1984 à Claudette Beaulieu, directeure adjointe, Education permanente, Centre universitaire de Moncton, Moncton, N.-B., E1A 3E9.

ENGINEERING

McMASTER UNIVERSITY. Engineering. The Department of Electrical & Computer Engineering, McMaster University, invites application for four new faculty positions in the field of microwaves: 1. Chair in Communications-Antennas (Full Professor), jointly sponsored by Spar Aerospace and Andrew Antennas, specializing in phased-array antennas, their theory, design and implementation. 2. Assistant Professor/Com Dev Research Fellow in microwave signal processing. 3. Assistant Professor/Linear Technology Research Fellow in microwave integrated circuits. 4. Assistant Professor in microwave devices. The apointees will assume membership in the Communications Research Laboratory (CRL), which has recently occupied a new building with excellent facilities. They will also be expected to work closely with the sponsoring companies. The appointments are intended to provide a major expansion of the microwave program of CRL, which is entering an exciting stage of development. The first two positions have been established with partial support from the Natural Sciences and Engineering Research Councii (NSERC) of Canada. The establishment of the last two positions is dependent upon approval by the University, Linear Technology, and NSERC. Applicants should send complete resumes, including the names of three referees who can be contacted for confidential assessments of their experience and qualifications, to Dr. N.K. Sinha, Chairman, Dept. of Electrical & Computer Engineering, McMaster University, Hamilton, Ontario, L8S 4L7, Canada.

McGILL UNIVERSITY. Department of Mechanical Engineering. Applications are invited for a tenure-track appointment in the area of Applied Thermodynamics and Energy Conversion, at the Assistant or Associate Professor level. Applicants should have a Ph.D. and have research experience in one or more of the following general areas: Thermodynamics, Thermal Engineering, Combustion, Energy Conversion, Two-Phase Flow with Heat Transfer. Industrial experience would be considered a positive asset. Teaching responsibilities will cover undergraduate and graduate courses in the above-mentioned areas and are in English. On the research side, the successful applicant is expected to initiate independent research as well as to interact with faculty members with similar research interests and activities. Salary will be commensurate with qualifications. Conforming with the regulations of Immigration Canada, only Canadian citizens or Landed Immigrants need apply. A detailed curriculum vitae, a statement of research interests and teaching experience, and the names of three referees should be sent to: Prof. Michael P. Paidoussis, Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, Quebec, H3A 2K6.

TECHNICAL UNIVERSITY OF NOVA SCDTIA. Industrial Engineering Department. The Department of Industrial Engineering of the Technical University of Nova Scotia has a faculty position available beginning Fall Term 1984. Persons with research and teaching interests in the areas of operations research, and manufacturing processes (CAM) are of particular interest. Candidates must hold a Doctorate Degree in a related field and preferably have previous academic and industrial experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications will be received until the position is filled and should be directed to: G.P. Wilson, Head, Department of Industrial Engineering, Technical University of Nova Scotia, P.D. Box 1000, Halifax, N.S., B3J 2X4.

UNIVERSITY OF ALBERTA. Mechanical Engineering. The Department of Mechanical Engineering at the University of Alberta is taking applications for a teaching position at the Assistant Professor level (salary range $29,720 - $42,920) in the general area of Solid Mechanics and/or Dynamics. The successful applicant will have at least one of his/her degrees in Mechanical Engineering and be willing to participate in the teaching of basic core courses in Mechanical Engineering including laboratories and design seminars. The successful applicant will be required to develop a viable research program including having the ability to attract and supervise graduate students within the framework of the facilities and broad interest existing in the department. Please submit Curriculum Vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to M.G. Faulkner, Chairman, Department of Mechanical Engineering, Mechanical Engineering Building, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submitting applications is March 31, 1985.

THE UNIVERSITY OF MANITOBA. Water Resources-Systems Analysis. The department of civil engineering is currently building an effort in civil engineering systems analysis, and has an opening in water resources-systems analysis. The successful candidate will be expected to teach undergraduate and graduate courses in water resources with a systems emphasis, as well as to establish a research effort in this area. A Ph.D. in civil engineering is required. The university encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The position is at the assistant professor level with an Initial full time appointment for a period of two years beginning September 1, 1984 or later. Please send curriculum vitae, copies of recent publications, and the names of three referees to: Prof. H. Cohen, Head, Department of Civil Engineering, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF NEW BRUNSWICK. Civil Engineering. Applications are invited for a

position in Civil Engineering in the Division of Mathematics, Engineering and Computer Science of the University of New Brunswick Saint John Campus, beginning July 1, 1985. Candidates should have a Ph.D. in Civil Engineering or an M.Sc. with extensive experience. Duties include teaching undergraduate courses in the areas of surveying, soils, fluid mechanics and analysis, supervising laboratories, research in an appropriate field and some administrative duties. Rank and renumeration will be commensurate with qualifications and experience. The position is subject to budgetary approval. Applications, including curriculum vitae and names of three referees should be sent to Dr. P. McGahan, Dean of Faculty, UNBSJ, P.O. Box 5050, Saint John, N.B., E2L 4L5. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Mechenical & Aeronautical Engineering. A tenure track position is open at the Assistant or Junior Associate Professor level, effective January 1st, 1985. Candidates should have an interest in design, and in particular Computer Aided Design. A strong interest in Computer Aided Design laboratory development is desirable. Duties include undergraduate and graduate teaching and participation in the research program. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is open to both men and women. Send CV and the names of three referees to Professor H.I.H. Saravanamuttoo, Chairman, Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, K1S 5B6.

CARLETON UNIVERSITY. Electrical Engineering/Computer Engineering. Applicants are invited for tenure track, term, or visiting appointments at the assistant/associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as micro computer applications in automatic control or communications, real-time programming, microprocessor hardware and architecture, computer design. A strong hardware/software background is required. The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting of a VAX 11/750, SUN 68000s, many PDP 11s, 8086s, and an Intel development system network. Applicants should have a Ph.D. degree or equivalent in Electrical Engineering or a related discipline. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The positions are open to both men and women. Send C.V. and names of references to: Dr. Bernard Pagurek, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada, K1S 5B6.

UNIVERSITY OF GUELPH. School of Engineering. Assistant Professor. Teaching in support of the area of Agricultural Engineering for the B.Sc. (Eng.), B.Sc. (Agr.), M.Sc. and Ph.D. programs and the Diploma in Agriculture. Responsibilities include teaching undergraduate and graduate courses in Surveying, Materials, Mechanics of Deformable Bodies, Graphics and Agricultural Structures. An interest in research compatible with the academic and administrative affairs of the School is desired. Research is concentrated in wood, concrete and steel structures for Agriculture. Candidates should have a Ph.D. degree (or be near completion) with teaching and research experience. Industrial experience is desirable. The deadline for applications is 1st February 1985; it is hoped that this position will be filled on 1st July 1985 and is subject to budgetary approval. In accordance with Canadien Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including detailed curriculum vitae and the names and addresses of three professional references should be directed to: Dr. J.R. Ogilvie, P.Eng., Professor and Director, School of Engineering, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

LAKEHEAD UNIVERSITY. School of Engineering. Applicetions are invited for two tenure-track faculty positions from Mechanical Engineers with expertise in one or more of the following: Machine Design, Production Systems, Solid Mechanics, Dynamics, Vibrations, CAD/CAM. Candidates are expected to have a Ph.D. or M.Sc. and equivalent experience to be strong undergraduate teachers, and to be capable of conducting research in the area of specialization or related fields. Consulting activity is encouraged. Salary and rank will be determined by experience and qualifications. Canadians and Landed Immigrants will be given preference. Please submit resumes with the names and address of three referees to: Dean of University Schools, Lakehead University, Oliver Road, Thunder Bay, Ontario, P7B 5E1.

UNIVERSITY OF NEW BRUNSWICK. Forest **Engineering.** The Department of Forest Engineering, which is the joint responsibility of the Faculties of Forestry and Engineering, invites applications from civil, forest and mechanical engineers for a tenure track position. The appointment will be Assistant Professor or higher depending on qualfications of successful applicant. Field: Wood structures applied in forest engineering and an interest in the processing of wood. Duties include undergraduate and graduate teaching, supervision of graduate students, and a strong commitment to research. Candidates should have a Ph.D. in the structural engineering area with specialty and experience in wood structures. Applicants should be eligible for registration as a professional engineer. Applications, including a curriculum vitae and names and addresses of three referees, should be submitted to: G. Baskerville, Dean, Faculty of Forestry, University of New Brunswick, Fredericton, N.B., E3B 6C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Mechanical Engineerfng. Faculty positions are available in the field of design and manufacturing at the Assistant or possibly the Associate Professor levels. Successful candidates will be required to teach undergraduate and graduate courses in engineering design and/or manufacturing. Of importance to the Department's program are design methodology, machine design, conventional manufacturing processes such as milling, welding, metal cutting and forming and computer aided methods of manufacture utilizing NC machines and robots. In addition, the successful candidate will be expected to establish a research program in machine design and/or innovative manufacturing methods involving CAD/CAM techniques. The department has an established design and manufacturing activity including courses at the graduate and undergraduate levels. The laboratories include NC milling machines, an NC lathe, an industrial robot, and a VAX 11/750 departmental computer. Workshops and the NC laboratory currently provide demonstrations and experience for students in manufacturing methods and support research in the manufacturing area. Positions are available immediately, subject to availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents, although non-Canadians can at this time be considered tor one of the positions. The University of British Columbia offers equal opportunity to qualified male and female applicants. Please send curriculum vitae to: Dr. D.B. Cherchas, Search Committee Chairmen, Design and Manfuacturing, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., V6T 1W5, Canada. Telephone: (604) 228-4902.

McGILL UNIVERSITY. Department of Civil Engineering and Applied Mechanics. Applications are invited for a tenure track appointment at the Assistant or Associate Professor level in Civil Engineering. Duties will include teeching at undergraduate and graduate levels, and research, in structural engineering. Applicants should have a background in one or more of the following areas: structural analysis and design, computer aided design, structural safety, structural dynamics. Any practical experience in the above areas will be considered an asset. Applications should include a Curriculum Vitae and the names of three referees, and should be be sent to Professor R.G. Redwood, Chairman, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke Street West, Montreal, Quebec, H3A 2K6. The appointment is to commence September 1, 1985, or earlier. Applications should be received by Febrouery 1st, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Electrical Engineering. Concordie University in Montreal invites applications for two tenure track positions in the Department of Electrical engineering. The areas of interest are VLSI and Computer Communications. Applicants in related fields will be considered as well. The level of the position, Assistant, Associate or Full Professor, depends upon the background and experience of the applicant. The department has a strong research program involving all of the staff members. In addition to research, staff members teach courses at the undergraduate and the graduate level. The teaching load is equivalent to those at other research universities in North America. Although the Province of Quebec is French speaking, Concordia is an English speaking institution; consequently classes are in English. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada; if no suitable candidates are found, the search will be extended to other candidates. Applicants should send a resume and a list of three references to Professor J.F. Hayes, Chairman, Electrical Engineering Department, Concordia University, 1455 de Maisonneuve W., Room 915-7, Montreal, Quebec, H3G 1M8.

McGILL UNIVERSITY. Department ot Civil Engineering and Applied Mechenics. Applications are invited for a tenure track appointment at the Assistant or Associate Professor level in Civil Engineering. Duties will include teaching at undergraduate and graduate levels, and research, in Water Resources Engineering. Applicants should have a Ph.D. degree or equivalent, and have teaching and research interests in Hydrology and Water Resources Engineering. Any practical experience will be considered an asset. Applications should include a Curriculum Vitae and the names of three referees, and should be sent to Professor R.G Redwood, Chairman, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke Street West, Montreal, Quebec, H3A 2K6. The appointment is to commence September 1, 1985, or earlier. Applications should be received by February 1st, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. Civil Engineering. Fluid Mechanics/Surveying. A single tenure track position with initial appointment at the Assistant Professor level, subject to final budgetary approval, is open in either of the above two disciplines. Duties include: Fluid Mechanics: Undergraduate teaching in fluid mechanics and hydraulics, maintaining an active research program and graduate level teaching in a chosen specialty within the general area of hydraulics, water resources or coastal engineering. Surveying: Undergraduate teaching in surveying including the organization of a two-week summer survey school, maintaining an active research program and graduate level teaching in a chosen specialty such as photogrammetry, construction management, computerized civil engineering data base management, computer graphics, or other Civil Engineering related area. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity to qualified male and female candidates. Applications with a complete resume and the names of at least three referees should be sent to: Dr. W.K. Oldham, Head, Civil Engineering Department, The University of British Columbia, 2324 Main Mall, Vancouver, B.C, V6T 1W5.

UNIVERSITY OF ALBERTA. Mechanical Engineering. The Department of Mechanical Engineering at the University of Alberta is taking applications for a teaching position at the Assistant Professor level (Salary range $29,720 - $42,920) in the area of Fluid Mechanics or Thermoscience. The successful applicant will have at least one of his/her degrees in Mechanical Engineering and be willing to participate in the teaching of basic core courses in Mechanical Engineering including laboratories and design seminars. The successful applicant will be required to develop a viable research program including having the ability to attract and supervise graduate students within the framework of the facilities and broad interest existing in the department. Please submit Curriculum Vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to the Chairman, Department of Mechanical Engineering, Mechanical Engineering Building, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submitting applications is Jan 1/85.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. Applications are being accepted for the position of Assistant Professor in the areas of semiconductor devices, computer-aided design, computer engineering and high voltage engineering. Qualifications include a recent Ph.D. in Electrical Engineering and a commitment to excellence in research and teaching at both the undergraduate and graduate levels. Candidates will be expected to conduct a high quality research program in an area compatible with the interests in the department. Salary offered will depend on qualifications. The minimum salary for the assistant professor level is $26,100.00. Those interested should send their resumes to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 31 Dec. 1984 but positions will remain open until filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Electrical Engineering. Positions for Visiting Professors, Post Doctoral Fellows and Research Associates are available in the Electrical Engineering Department of Concordia University, Montreal in the following areas: Communications, Signal Processing, Computer Communications, Power Electronics, Control Systems, Circuit Theory, VLSI, Semiconductor Physics, Microwave Transmission, Antennas, Electromagnetic Compatability. Interested parties should send their curriculum vitae to: Jeremiah F. Hayes, Chairman, Electrical Engineering Dept., Concordia University, 1455 de Maisonneuve Blvd. W., Room 915-7, Montreal, Quebec, H3G 1M8. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Electrical Engineering. Applications are invited for an appointment in Electrical Engineering at the Assistant Professor rank. Depending on qualifications and experience, this appointment may be limited-term or probationary. Minimum qualifications required are a Ph.D. (or equivalent) with research and/or industrial experience in the general area of digital electronics and applications. Academic duties include initiation and conduct of research, supervision of graduate students and teaching at both the graduate and undergraduate levels. The appointment is effective July 1st, 1985. Closing date for applications is February 15, 1985. Applications including curriculum vitae and names of three referees may be sent to: Dean G.F. Chess, P. Eng., Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

UNIVERSITY OF OTTAWA. Chemfcal Engineering. A tenure-track position is available in the Department of Chemical Engineering at the University of Ottawa. Ph.D., ability to teach effectively in both English and French and outstanding research potential are essential requirements. Background and research interests in biochemical engineering are an asset. Applicants should submit a curriculum vitae, a list of publications, a description of research plans or objectives, and the names of three references to: Dr. Vladimir Hornof, Chairman, Department of Chemical Engineering, University of Ottawa, Ottawa, Ont., Canada, K1N 9B4. Expected date of appointment is May 1, 1985. In accordance to Canadian immigration requirements, this positlon is offered solely to Canadlan citizens and permanent residents.

McGILL UNIVERSITY. Electrical Engineering. The electrical engineering department of McGill University is seeking a research associate who will be responsible for the day-to-day operations of a research program on thin film applications in Microwave Acoustics and In Acoustooptics. Applicants should preferably have a Ph.D. in electrical engineering or engineering physics and have a minimum of two years of post-doctoral or equivalent experimental experience. The successful candidate will be responsible for developing and maintaining the experimental faciilities and the computer software capabilities of the research group. Salary is commensurate with experience and qualifications. fn accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Letters of application, to include full curriculum vitae and names of three references, should be sent to: E.L. Adler, department of electrical engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7.

ENGLISH

UNIVERSITY OF VICTORIA. Department of English. Subject to budgetary approval, the Department of English intends to appoint two Assistant Professors to tenure-track positions, effective 1 July 1985. Applications are invited in all fields. Candidates should have completed the Ph.D. by the date of appointment. The salary will depend on qualifications and experience. Candidates should send a cv and the names of three referees to Dr. Edward Berry, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2; the deadline for applications is 31 December 1984. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

McGILL UNIVERSITY. English. The Department of English, McGill University, announces a tenure track assistant professor position, subject to budgetary approval, in Canadian Literature to commence September 1, 1985 at an annual salary of $29,502. Candidates should possess a Ph.D., a strong record of scholarly research, and broad literary interests. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Please send c.v. and the names of three referees to Professor R. Lecker, Associate Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6 by January 15, 1985.

McGILL UNIVERSITY. English. The Department of English, McGill University, announces a tenure track assistant professor position, subject to budgetary approval, in Literary Theory to commence September 1, 1985 at an annual salary of $29,502. Candidates should possess a Ph.D., a strong record of scholarly research and broad literary interests. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Please send c.v. and the names of three referees to Professor R. Lecker, Associate Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6 by January 15, 1985.

QUEEN'S UNIVERSITY. English. The Department of English at Queen's University expects to be able to make a renewable appointment in Romantic literature, probably at the associate professor level from September 1985. Preference will be given to candidates having a Ph.D., publications in the field and teaching experience. Secondary strength in American literature or Criticism could be useful. Responsibilities may include thesis supervision and general teaching duties. Male and female applicants are equally encouraged to apply. In compliance with Canadian immigration regulations, Canadian citizens and permanent residents will be given preference. Applications should be accompanied by a curriculum vitae and the names of referees, and should be addressed to: Dr. D.O. Spettigue, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for applications is 31 January 1985.

UNIVERSITY OF VICTORIA. English. The Department of English at the University of Victoria invites applications for a limited number of sessional appointments to teach Intersession (May-June, 1985) and Summer Session (July-August, 1985). Candidates should submit a current curriculum vitae, stating academic and teaching experience, and applications should be addressed to Dr. Edward Berry, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, no later than Monday, 31 December, 1984. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal opportunities to qualified male and female applicants.

UNIVERSITY OF WATERLOO. English. Applications are being accepted for the position of assistant professor in the teaching of composition and language; secondary interests in critical theory and/or Canadian literature would be advantageous. Qualifications include Ph.D., teaching experience, and evidence of high scholarly potential. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Duties will include the teaching of both writing and literature courses. Salary will be competitive. Those interested should send applications to Dr. William R. Macnaughton, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1985. Application will remain open until position is filled. Position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. English. University of Toronto, Dictionary of Old English. The Dictionary of Old English invites applications for 2 Editors (Research Associates) for a term of three years, renewable. Applicants must have a Ph.D. or equivalent thesis degree in Old English language and literature with a concentration in Old English philology. A solid background in Latin and a knowledge of the cognate Germanic languages are essential. The positions involve full-time research in writing entries for the Dictionary of Old English. The starting salary will be no less than $28,000. Closing date for applications is 1 January 1985. Appointment begins 1 July 1985. Send curriculum vitae and ask three referees to write on your behalf to Professor Ashley Crandell Amos, Dictionary of Old English, Room 14285, Robarts Library, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Arts. Department of English. Conditional upon the availability of funds, an opening is expected for 1985-86 (effective July 1, 1985). The appointment, at the Assistant or Associate level, will be limited term or probationary, the nature and duration of the contract dependent upon the qualifications and experience of the applicant. For the Assistant Professor level (1984-85 minimum $24,570.00) the Ph.D. or equivalent is expected. The successful candidate will show strong promise of rapid and successful progress to graduate teaching and supervision. He/she should demonstrate potential or achieved strength in both teaching (at all levels) and research. For the Associate Professor level (1984-85 minimum $29,212.00) an excellent teaching record and substantial significant publication will be required. An active research interest in Renaissance non-dramatic literature (preferably with a specialization in Spenser, Milton, or Donne) is sought. Closing date for applications: February 1, 1985. Send applications to: James F. Woodruff, Chairman, Department of English, University of Western Ontario, London, Ontario, N6A 3K7, Canada. N.B. Only complete applications, which include a letter of application, a curriculum vitae, transcripts of all university records, and the names of three referees whom the applicant has asked to write on his/her behalf will be considered. An equal opportunity employer.

FILM

QUEEN'S UNIVERSITY. Film Studies. The Department of Film Studies seeks an individual capable of teaching filmmaking and criticism courses and who will have primarily responsibility for the filmmaking program. The renewable (tenure-track) appointment will be at the rank of Assistant Professor (1984-85 Salary Floor $25,500) with a salary reflecting appropriate post-doctoral or equivalent experience. Applicants should send a curriculum vitae and a letter describing their interest to: Bill Nichols, Department of Film Studies, Queen's University, Kingston, Ontario, K7L 3N6. Letters of reference from three individuals should also be sent. Samples of work will be requested later. Deadline is April 1st, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply.

FINANCE/MANAGEMENT

UNIVERSITY OF MANITOBA. Finance. Rank open. Ph.D. in hand or dissertation near completion. Undergraduate and MBA teaching and research in one or more of the following areas, corporate finance, investments and capital markets. Salary is fully competitive and will depend on qualifications, experience and research record. The appointment will be effective July 1, 1985. Please contact Dr. N. Elias, Chairman, Search Committee, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Man., R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and other eligible for employment in Canada at the time of application.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1985. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. J. Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for two faculty positions in the Department of Finance and Management Science beginning September 1, 1985. Applicants should have a Ph.D. (or be near completion). The successful candidates will teach graduate and undergraduate courses in (1) quantitative/management science, (2) information systems, (3) computer science, (4) data processing. The rank of each position is open and salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. J. Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; (902) 429-9780.

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a tenure stream position (rank open), subject to University approval, available July 1985. The position is open for applicants holding a doctorate degree (or nearly completed), and have proven research capability. Principal teaching duties will be in Marketing at both introductory and advanced level in the MBA Program and the undergraduate program. Salary will be competitive depending on qualifications and experience. Interested applicants should write, enclosing resume and three reference letters to: Dean D.J. Tigert, Faculty of Management Studies, 246 Bloor St. West, Toronto, Ontario, M5S 1V4. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a tenure stream position (rank open), subject to University approval, available July 1985. The position is open for applicants holding a doctorate degree (or nearly completed), and have proven research capability. It is also desirable that the candidate possess a professional designation. Principal teaching duties will be in Accounting in the areas of: (1) management accounting; (2) control; (3) financial accounting, at both introductory and advanced level in the M.B.A. program and the undergraduate program. Salary will be competitive depending on qualifications and experience. Write, enclosing resume and three reference letters to: Professor W.B. Coutts, Faculty of Management Studies, University of Toronto, 246 Bloor St. West, Toronto, Ontario, M5S 1V4. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Management Sciences. A definite term appointment is available for an individual to teach in at least one of the areas of engineering economics, organizational behaviour, management information systems or management of technology. This position is for a two yeer renewable term and will commence on September 1, 1985. Rank and salary are commensurate with experience. Candidates should have a Ph.D. or be near completion, in a field related to one of the above areas. In addition, at least one of the candidates degrees should be in a field of Engineering. Applicants should send a curriculum vitae and names of three references to Professor M.J. Magazine, Chairman, Department of Management Sciences, Faculty of Engineering, University of Waterloo, Ontario, N2L 3G1.

FINE ARTS

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Concordia University, Faculty of Fine Arts, Department of Art Education and Art Therapy seeks a full-time tenure track appointment. The appointment will commence June 1st, 1985. The appointee should have completed the Ph.D. in Art Education, with a record of research and publication and have had 3 - 5 years of university teaching experience at both undergraduate and graduate levels. Experience in supervising M.A. thesis and Ph.D. dissertations is essential. Bilingualism (English & French) will be considered an asset. Candidates with proven academic administrative ability will be given special consideration. Rank and salary will be commensurate with the applicant's qualifications. All letters of application must be accompanied by a complete curriculum vitae and the names of three persons who would be prepared to serve as references. In accordance with Canadian Immigration requirements, this notice is directed to Canadian Citizens and permanent residents. Please address all applications to: Professor Leah Sherman, Chair, Department of Art Education and Art Therapy VA-207, Faculty of Fine Arts, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

FORESTRY

LAKEHEAD UNIVERSITY. School of Forestry. Faculty Position - Forest Pathology. This is a full time tenure track position within the School of Forestry. Appointment is to be made effective July 1, 1985. Salary commensurate with experience and qualifications. The successful candidate should expect to participate in teaching the technical, undergraduate and graduate programs. The successful candidate will also be expected to supervise and direct undergraduate and graduate student research and to perform other duties related to the administration of the School. Candidates should have a Ph.D. or equivalent based on experience. In accordance with Canadian immigration requirement, Canadian citizens and landed immigrants will be given preference. Please submit curriculum vitae and the names of three referees on or before January 1, 1985 to: Dean of University Schools, Lakehead University, Oliver Road, Thunder Bay, Ontario, P7B 5E1.

UNIVERSITY OF TORONTO. Faculty of Forestry. Timber Harvesting. Applications are invited for an assistant professor position in the tenure stream (subject to final University approval) in Timber Harvesting. The successful candidate will be responsible for teaching undergraduate and graduate courses in the area of timber harvesting with special emphasis on the integration of harvesting and silviculture; graduate student supervision; initiating research in timber harvesting and related areas; and administrative responsibilities. Applicants for this position should possess a Ph.D. in timber harvesting or a closely-related area. Salary will be commensurate with the qualifications and experience of the successful candidate. It is proposed that an appointment will be made by July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested and qualified individuals should submit their curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of reference. The deadline for receipt of applications is January 1, 1985 and all documentation should be submitted to: Dean D.V. Love, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

UNIVERSITY OF TORONTO. Faculty of Forestry. Forest Management. Applications are invited for an assistant professor position in the tenure stream (subject to final University approval) in Forest Management. The successful candidate will be responsible for teaching undergraduate and graduate courses in the areas of forest regulation, land use planning and outdoor recreation; graduate student supervision; initiating

research in forest management; and administrative responsibilities. Applicants for this position should possess a Ph.D. in forest management and be familiar with modelling as applied to research and teaching in the forest management area. Salary will be commensurate with the qualifications and experience of the successful candidate. It is proposed that an appointment will be made by July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested and qualified individuals should submit their curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of reference. The deadline for receipt of applications is January 1, 1985 and all documentation should be submitted to: Dean O.V. Love, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

FRENCH

YORK UNIVERSITY. ATKINSON COLLEGE. French Programme. Applications are invited for a tenure-stream appointment at the Assistant Professor level in the French Programme of Atkinson College. Candidates must have a Ph.D. or equivalent and some publications in the area of French studies. Candidates must be able to teach in areas outside their specialized field. Preference will be given to candidates with interests both in French and Quebec literature. Teaching experience required, preferably with adult part-time students. Teaching duties might include intermediate language and literary studies. Applications, c.v. and names of three referees should be sent to: Professor J. Warwick, Coordinator, French Programme, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GENETICS

UNIVERSITY OF ALBERTA. Genetics. Clinical Geneticist with research orientation for expanding University-based Hereditary Diseases Program serving Northern Alberta. Salary and rank commensurate with qualifications and experience. Send curriculum vitae and three references to: Dr. Peter Bowen, Director, Division of Medical Genetics, Department of Pediatrics, 2C3.44 W. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA. Department of Genetics. Sessional appointment. Summer 1985. To teach Biology 297 (Heredity) an introductory course covering the cellular and molecular basis of the transmission of hereditary characteristics; Mendelian inheritance and its cytological basis, microbial genetics; linkage and genetic mapping; DNA as genetic material; gene action; the genetic code. This course is scheduled for the day division July 2 to August 9, 1985. Applications are invited at the rank of Lecturer, ($2,567) or Assistant Professor ($3,107) depending on qualifications and experience. The salaries shown are for the six week period. Travel and living away from home allowances are available. Applicants should have a Ph.D. and teaching experience. Applications including curriculum vitae with the names of three referees should be sent to David Nash, Chairman, Department of Genetics, University of Alberta, Edmonton, Alberta, T6G 2E9. Closing date: February 1 or when the position is filled. The University is an equal opportunity employer, but in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. Tenure track Faculty position for Clinical Geneticist with Canadian College of Medical Geneticists certification or American Board of Medical Genetics certification. Area of special expertise (such as metabolic disorders or chromosome-phenotype correlations) desirable. Applicants should submit curriculum vitae to: Dr. J. Hall, Director of Clinical Services, Clinical Genetics Unit (UBC), Grace Hospital, 4490 Oak Street, Vancouver, B.C., V6H 3V5, Canada. In accordance with Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Equal opportunities will be given to male and female applicants.

UNIVERSITY OF BRITISH COLUMBIA. Medical Genetics. Fellowship position available in Medical Genetics, U.B.C., July 1, 1985. Applicants must have M.D. and specialty training. Send resume and 3 references to Dr. J.G. Hall, Medical Genetics, Grace Hospital, 4490 Oak St., Vanc., B.C., V6H 3V5. U.B.C. is an equal opportunity employer. Preference will be given to Canadian citizen or landed immigrants.

GEOGRAPHY

SIMON FRASER UNIVERSITY. Geography. The Department of Geography and the Natural Resources Management Program at Simon Fraser University expect to make a tenure-track appointment at the Assistant Professor rank for September, 1985. The successful candidate will work in an interdisciplinary setting teaching graduate and undergraduate courses and directing research in the development and management of natural resources, and preferably will have an interest in the geography of tourism and outdoor recreation. It is also desirable that the appointee have a Ph.D. degree and several years of practical experience in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval; salary will be commensurate with qualifications and experience. Closing date for applications is February 28, 1985. Applicants should send a complete curriculum vitae, transcripts, samples of relevant publications, and the names of three referees to: Professor E.J. Hickin, Chairman, Department of Geography, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

UNIVERSITY OF VICTORIA. Geography. Applications are invited for the following positions: (1) Assistant Professor - Cartography: A renewable tenure track position, subject to final budgetary approval, commencing 1 July, 1985. Ph.D. required. The appointee is expected to teach introductory and advanced Cartography and contribute to the graduate and research activities of the department. Preference will be given to applicants with remote sensing or photogrammetry experience. (2) Assistant Professor - Geology: A renewable tenure track position, subject to final budgetary approval, commencing 1 July, 1985. Ph.D. required. The appointee is expected to teach introductory Geology (to Second Year level). The ability to teach Physical Geography or Remote Sensing and Photogrammetry is desirable. The appointee is expected to contribute to the graduate and research activities of the department. Candidates must demonstrate teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Applications, curriculum vitae and names of three referees should be sent by 31 January, 1985, to: Dr. Colin J.B. Wood, Chairman, Department of Geography, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada, V8W 2Y2.

CONCORDIA UNIVERSITY. Geography. Sessional Appointment in Geography: September 1, 1985 - May 31, 1986; (Subject to budgetary approval). Applicants are invited for a sessional position at the level of Assistant Professor. The successful candidate will be expected to teach courses in Economic Geography, Quantitative Geography, and Research Methods. Ph.D. required. Applicants should submit their curriculum vitae with the names of three referees to: Dr. Brian Slack, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8. Telephone Number: (514) 879-5880. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. Geography. Beginning July 1, 1985. Teaching duties to commence September 1, 1985. Primary responsibility to teach graduate and undergraduate courses in Resources Management or Urban/Economic Geography with a secondary responsibility in the area of Computer Applications and Quantitative Techniques. Ph.D. preferred but successful candidate must also deonstrate teaching and research competence. Level and salary commensurate with experience and academic record. Applications, curriculum vitae and names and addresses of three referees should be sent to Dr. B.N. Boots, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Canadian immigration policy requires that in the first instance, only Canadians or Landed Immigrants to Canada need apply for this position.

GEOLOGY

UNIVERSITY OF SASKATCHEWAN. Geological Sciences. The Department of Geological Sciences has a vacant tenurable position at the Assistant Professor rank for a geological engineer/engineering geologist to teach undergraduate and graduate courses and to pursue research in experimental rock mechanics or mining geotechnics. Secondary interests in structural geology or the mechanics of geological processes could be advantageous. Good opportunities exist for joint research with locally based industry. Applicants should hold, or be about to receive, the Ph.D. and ideally should be eligible for registration as a Professional Engineer. Send application, detailed resume including names of at least three referees, and other supporting data to W.G.E. Caldwell, Head, Department of Geological Sciences, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration regulations, priority will be given to qualified Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY. Department of Geology. Ottawa-Carleton Centre for Geoscience Studies. Carleton University invites applications for a tenure-track or term Faculty position at the Assistant or Associate Professor level. Candidates must have a Ph.D. degree, and a research background in the area of Resource Geology. We are particularly interested in candidates with industrial experience and a desire to carry out applied research. An interest and a willingness to teach in areas other than Resource Geology would also be an assel. The Ottawa-Carleton Centre for Geoscience Studies, established in 1982, represents the combined research strengths of Carleton Universily and the University of Ottawa. Four areas of research are emphasized, each involving a major component of field work: Resource Geology, Precambrian Geology, Structural Geology and Geodynamics and Arctic Studies. In addition to other facilities, the Oerry Laboratory for Sedimentary Geochemistry and Mineral Oeposits and the Geotechnical Science Laboratories are research units in the Centre. Subject to budgetary approval, the appointment will commence July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Open to both men and women. Send curriculum vitae and the names of three referees, before January 25, 1985, to: Dr. R.L. Brown, Chairman, Department of Geology, Carleton University, Ottawa, Ontario, K1S 5B6.

HISTORY

LAKEHEAD UNIVERSITY. Department of History. Applications are invited for a tenure-track position in nineteenth - or twentieth-century Canadian History. Rank and salary are open, and the appointment will be effective July 1, 1985. In addition to teaching a full range of undergraduate and Honours courses, the successful applicant will be expected to supervise a limited number of M.A. students. Preference will be given to applicants with doctorate, teaching experience, and substantial publications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitaes and the names of three referees should be sent by no later than March 31, 1985 to Professor G.R. Weller, Dean, Faculty of Arts, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

UNIVERSITE YORK. COLLEGE GLENDON. Départements d'histoire et d'études pluridisciplinaires. Mise en concours d'un poste de professeur pouvant mener à la permanence, au niveau de professeur adjoint, en histoire médiévale et en études pluridisciplinaires (23, 13). Conditions requises: le candidat choisi devra pouvoir enseigner en français et en anglais; doctorat obligatoire; expérience de l'enseignement et publications préférables. Préférence sera accordée au candidat spécialisé en histoire culturelle et intellectuelle du moyen-âge. Une spécialisation secondaire en histoire de l'Islam ou en histoire européenne serait souhaitable, mais n'est pas nécessaire. La personne choisie devra éventuellement participer aux programmes de deuxième et de troisième cycle. Prière d'envoyer curriculum vitae et le nom de trois répondants à M. Michiel Horn, Directeur, Département d'histoire, Collège Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario, M4N 3M6 avant le 31 décembre 1984. Conformément aux exigences relatives à l'immigration du Canada, ce poste est offert aux citoyens canadiens et résidents permanents. Date d'entrée en fonction: 1er juillet 1985.

YORK UNIVERSITY. GLENDON COLLEGE. Departments of History and Multidisciplinary Studies. A tenure-track position at the assistant professor level will be available, two-thirds in medieval history and one-third in Multidisciplinary Studies. A demonstrated ability to teach in both English and French is indispensable. The Ph.D. is required; prior teaching experience and publications are highly desirable. Preference will be given to a candidate who specializes in the cultural and intellectual history of the Middle Ages. The ability to teach Islamic history or the history of European expansion would be an asset, but is not required., Send c.v. and the names of three referees to Professor Michiel Horn, Chairman, Department of History, Glendon College of York University, 2275 Bayview Ave., Toronto, Ontario, M4N 3M6, by December 31, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointment effective July 1, 1985.

UNIVERSITY OF TORONTO. Modern Chinese History. The Department of History at the University of Toronto invites applications for a tenure-stream appointment, rank open, in Modern Chinese History (1600 to the present). Applicants must have a PhD, preferably with teaching experience and a record of achievement in research and publication. The successful candidate will be expected to teach general courses in East Asian history and civilization (primarily China and Japan) and to mount a specialized seminar dealing with 19th and 20th century China for advanced undergraduate and graduate students. Rank and salary will be commensurate with qualifications and experience. The appointment is subject to budgetary approval. Circumstances allowing, the appointment will be made for 1 July, 1985. Closing date for applications is 1 January, 1985. Send curriculum vitae and/or dossier and ask three referees to write on your behalf to Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ST. JEROME'S COLLEGE. History. Applications are invited for a tenure track appointment at the rank of Assistant Professor in Canadian history. Ph.O. required with demonstrated excellence in teaching and scholarship. Administrative experience would be an asset. Teaching duties will include an undergraduate survey and additional courses according to candidate's specialty. Canadian Catholic Church history is the preferred area with political and social history as secondary fields. Salary will be commensurate with qualifications and experience. Applications including curriculum vitae and the names of three references should be sent to Or. Kenneth McLaughlin, Chairman, Department of History, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. The starting date of this position is July 1, 1985. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. History. Applications are invited for a one year temporary position to replace a faculty member on leave during the academic year 1985-86. Applicants with a Ph.O. are preferred. The successful candidate will teach semester courses in American History (Colonial and National periods and the history of the Presidency). The starting date is July 1, 1985. Applications with curriculum vitae and the names of three referees should be addressed to: Or. K.J. Kuepper, Oean of the Faculty, Bishop's University, Lennoxville, Oue., J1M 1Z7.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of History. Applications are in-

vited for a tenure stream appointment for the Murray A. Elia Chair in Italian-Canadian Studies at York University. The appointee will be a historian with broadly based interdisciplinary interests, demonstrated research and publications in the field, able to promote Italian Canadian Studies through teaching and liaison between York and the Toronto Italian community. An important focus of the activities of the Chair is on the historical contribution of persons of Italian origin to the development of Canada. Ph.D. required. Italian language ability a requirement. Rank open. Applications along with curriculum vitae and the names of three referees should be sent to: Stephen Endicott, Chairperson, Department of History, Atkinson College, York University, 4700 Keele Street, Downsview, Dntario, Canada, M3J 2R7. The appointment begins July 1, 1985. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY DF ALBERTA. Department of History. Applications are invited for a tenure-track position in Ukrainian History, with competence to teach other courses in East European History and a general survey of European History, available July 1, 1985, conditional on funds being made available. Level of Assistant Professor. Current salary floor is $29,720. Ph.D., preferably with teaching experience and publications. Send applications including a curriculum vitae and three confidential letters of appraisal to Dr. U. Trumpener, Chairman, Department of History, University of Alberta, Edmonton, Alberta, T6G 2H4. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Department of History. Applications are invited for a one year appointment in Canadian History at the assistant professor level. The appointment will begin July 1, 1985. Requirements are a Ph.D. and demonstrated ability for research and teaching. Send vitae and names of three references to Dr. N.G.D. Pereira, Chairman, Department of History, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. The Deadline for applications is 31 January 1985. Preference will be given to applicants who combine a special interest in the twentieth century with general competence in Canadian History. There is a possibility that a tenure track position in Canadian History will be available effective July 1, 1986; such a position would be subject to a new search. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

UNIVERSITY DF WATERLOD. History. Applications are being invited for an appointment up to the rank of Associate Professor in Canadian history. Ph.D. required, with demonstrated excellence in teaching and scholarship. Duties include undergraduate Canadian survey and additional courses according to candidate's specialty, and participation in M.A. and Ph.D. instruction. Salary commensurate with qualifications. Preferred starting date 1 July 1985 or by negotiation. Please send complete c.v. and names of three referees to James Walker, Chairman, Department of History, University of Waterloo, Waterloo, Dntario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval.

ISLAMIC STUDIES

McGILL UNIVERSITY. Islamic Studies. Applications are invited for a 3-year appointment, beginning September 1, 1985 as Assistant Professor in Islamic thought, with specialization in Ismaili philosophy and theology and an ability to teach Arabic and/or Persian. Competence in post-classical Ismaili history and literatures will be an asset. In addition to teaching and research at McGill, the appointee may spend eight weeks per annum at the Institute of Ismaili Studies in London. The Ph.D. should be completed or near completion. Salary according to McGill scale. Send curriculum vitae and three letters of reference to Director, Institute of Islamic Studies, McGill University, 3485 McTavish Street West, Room 319, Montreal, P.Q., H3A 2T7 by January 1, 1985. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

LAW

UNIVERSITY OF DTTAWA. Faculty of Law. Applications are invited for full-time teaching positions in the Common Law Section from July 1, 1985, subject to budget approval by the University. No particular area of law is preferred. Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be addressed to Dean H.A. Hubbard, Faculty of Law, (Common Law Section), University of Dttawa, Dttawa, Ontario, K1N 6N5. Applications are particularly invited from persons competent to offer Common Law instruction in the French language.

UNIVERSITY DF SASKATCHEWAN. College of Law. The College of Law, University of Saskatchewan, invites applications for a tenure-stream position that has become vacant. Preference may be given to applicants interested in teaching and researching in one or more of the following areas: Company Law, Taxation, Contracts, and Family Law. A graduate degree in Law, significant experience in practice or equivalent is required. Salary will be commensurate with qualifications and experience. Applications, accompanied by detailed curriculum vitae and the names of three referees, should be addressed to Dean Daniel Ish, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWD. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY DF VICTORIA. Law. Applications are invited for full-time teaching positions at the Faculty of Law of the University of Victoria. The qualifications include a common law legal education and graduate work in law. Preference may be given to applicants who have an interest in innovative teaching methods. Appointments are subject to the availability of funding. Positions may be either tenure-track or limited term contract positions. The University of Victoria offers equal employment opportunities to qualified male and female applicants. In accordance with Canadian Government immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications, a curriculum vitae, transcripts of academic work, and the names of three referees should be sent to Dean Lyman R. Robinson, Faculty of Law, University of Victoria, P.D. Box 2400, Victoria, B.C., V8W 3H7.

UNIVERSITY DF WINDSOR. Law. 1. Assistant, associate or full professor subject to budget approval by the University; 2. Graduate work, practice or equivalent experience beyond first degree; 3. Teaching and research in basic public and common law subjects; 4. Salary commensurate with qualifications and experience; 5. Apply: Julio Menezes, Interim Dean, Faculty of Law, University of Windsor, Windsor, Ontario, N9B 3P4. 6. Start: July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Faculté de droit. Postes d'enseignement à temps plein dans la Section de 'Common Law', 1er juillet 1985, sous réserve d'approbation budgétaire. Aucune spécialisation en droit n'est privilégiée. Le salaire et le statut professoral à déterminer selon la compétence et l'expérience. Conformément aux exigences du Ministère d'Emploi et Immigration Canada, cette annonce s'adresse aux cltoyens canadiens et aux résidents permanents du Canada. Soumettre votre demande à: Monsieur H.A. Hubbard, doyen, Faculté de droit, Section de 'Common Law', Université d'Dttawa, Dttawa, (Ontario), K1N 6N5. Nous sollicitons plus particulièrement la candidature de juristes compétents en langue française pour enseigner la 'Common Law' dans cette langue.

LINGUISTICS

UNIVERSITY DF OTTAWA. Lingufstics. Research Assistant in Linguistics (SSHRCC Funds). M.A. or Ph.D. Knowledge of Government-Binding essential; recent historical linguistics; Old Spanish syntax; Romance linguistics. Salary $1500/a month for up to 12 months, beginning January 1985. Applications with C.V.: M. Rivero, Department of Linguistics, University of Ottawa, 78 Laurier E., Dttawa, Dntario, K1N 6N5.

MATHEMATICS

UNIVERSITY DF TORDNTD. ERINDALE CAMPUS. Mathematics. Applications are invited for a limited term assistant professorship beginning July 1, 1985 for a term of 3 years. Duties consist of research and teaching and candidates must demonstrate clear strength in both. Erindale College is located on the Mississauga campus of the University of Toronto. Applications should be sent to Professor T. Bloom, Chairman, Department of Mathematics, University of Toronto, Toronto, Dntario, Canada, M5S 1A1, and should include a complete curriculum vitae and the names of at least three referees. The deadline is February 15, 1985. In accordance with the Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

YDRK UNIVERSITY. Department of Mathematics. Applications are invited for tenure-track positions at the Assistant Professor or possibly higher level, and also for limited-term positions of one, two or three years' duration. Special consideration will be given to applicants in statistics, operations research, applied analysis, and discrete mathematics. Applicants should have proven ability or demonstrated potential for research and teaching. Cross appointments with other departments are possible. All of these positions commence July 1, 1985, and all are subject to budgetary and academic approval. Applications with detailed curriculum vitae should be sent to: Chairman, Department of Mathematics, N520 Ross Building, York University, North York (in Toronto), Ontario, M3J 1P3, Canada. Applicants should request at least three referees to send letters of recommendation to the same address. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

BRANDDN UNIVERSITY. Department of Mathematics and Computer Science. 1. Assistant Professor (3 year term contract). This position is subject to budgetary approval. 2. Ph.D. in Mathematics or Computer Science. Some teaching experience would be an asset. 3. Teaching of Mathematics and/or Computer Science for a three year and four year undergraduate program. The development of a research program is also desirable. 4. Depending on qualifications and experience, current floor for an Assistant Professor is $26,700 - $37,100 (1984 - 1985 scale). 5. Applications with detailed Curriculum Vitae and names and addresses of three referees should be sent to: Dr. G.E. McMaster, Department of Mathematics and Computer Science, Brandon University, 270 18th Street, Brandon, Manitoba, R7A 6A9. Applicants should request the three referees to forward their references directly to the above. 6. Start: September 1, 1985. 7. Deadline: March 1, 1985 or when position is filled.

McMASTER UNIVERSITY. Department of Mathematical Sciences. The Department of Mathematical Sciences, McMaster University, invites applications for a tenure track Assistant Professorship starting July 1, 1985. Candidates are required to have a Ph.D., proven research ability in some area of mathematics related to Geometry, and capability in teaching. Salary based on qualifications and experience. 1984/85 minimum is $23,335. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to: B. Banaschewski, Chairman, Mathematical Sciences, McMaster University, Hemilton, Ontario, L8S 4K1, Canada.

UNIVERSITY OF SASKATCHEWAN. Department of Mathematics. Applications are invited for three tenure track posltions at the level of Assistant Professor beginning July 1, 1985. One posltion is allocated to each of the fields of Probability and Statistics, Analysis, and Geometry (or a related area). Additionel one-year positions in any field of mathematics are also anticipated. Applicants should have a Ph.D. or equivalent. Duties will include teaching, research and some adcministration. The deadline for applications is December 31, 1984. A complete curriculum vitae and the names of three referees should be sent to: R. Manohar, Head, Department of Mathematics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N DWD. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTD. Department of Mathematics. Applications are invited for two limited term Assistant Professorships, beginning July 1, 1985, for a term of up to three years. Duties consist of research and teaching and candidates must demonstrate clear strength in both. Applications should be sent to Professor S. Halperin, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Dntario, Canada, M5S 1A1, and should include a complete curriculum vitae, and the names of at least three referees. The deadline is February 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY DF WINNIPEG. Methemetics. The Department of Mathematics and Statistics invites applications for a tenure track position at the assistant professor level in discrete mathematics effective September 1, 1985. Ph D or equivalent is required. Experience in teaching would be an asset. Duties include pursuing research in the appointee's area of expertise, and teaching three courses at the undergraduate level. Salary is commensurate with rank and experience. A curriculum vitae should be forwarded to Dr. L.M. Batten, Chair, Department of Mathematics and Statistics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. In addition, three referees should be requested to forward letters directly to the above address. Closing date for applications is February 28, 1985. The position is subject to budgetary constraints. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY DF TDRONTD. Department of Mathemetics. The Department has an opening for a tenure stream position at the level of Assistant or Associate Professor, beginning July I, 1985. The successful candidate shall be expected to make significant research contributions to an active area of pure or applied mathematics, and to carry out graduate and undergraduate instruction. Salary negotiable. We also invite applications for a one year term appointment beginning July 1, 1985 which we will offer in the event that a suitable candidate for the tenure stream position is not found for this date. Applications including a C.V. and the names of at least three referees should be sent by January 3l, 1985 to: Professor John M. Perz, Chairman, Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. This position is subject to budgetary approval.

MEDICINE

UNIVERSITY OF ALBERTA. Medicine. The Division of Nephrology and Immunology, Department of Medicine, requires a physician to act as physician coordinator of the Clinical Renal Transplant program. Appointee will act with the Director of Renal Failure Programs (Northern Alberta) in preserving a coordinated management of the transplant needs of more than 350 patients with chronic renal failure. (Over half of these patients have already received kidney transplants). Approximately 30 kidney transplants are performed each year. Applicants should have F.R.C.P.(C), or its equivalent, in Internal Medicine, with specialist training in Nephrology and experience in the care of renal transplant patients. Although this is not a University-funded GFT-type position, the terms of contract are flexible. Physicians with research training in the area, who might be eligible for Scholar status with the Alberta Heritage Foundation for Medical Research should apply. The appointee will be required to practice medicine, on a fee-for-service basis, to the extent determined by the negotiated contract. A modest salary will be provided to cover administrative and teaching responsibilities. Please send applications to: John B. Dossetor, MD, Ph.D. FRCP(C), Director, Division of Nephrology and Immunology, Room 1037, University of Alberta Hospital, 112th Street at 84th Avenue, Edmonton, Alberta,

T6G 2B7.

QUEEN'S UNIVERSITY. Department of Family Medicine Moose Factory Zone. Applications are invited for three full time faculty positions in the Canadian North. These unique appointments will combine primary health care with teaching and some research. Duties will include the supervision and coordination of senior residents in Family Medicine as well as the direction and provision of Primary Care in the Moose Factory Zone. The successful candidates will be certified or eligible for certification by the College of Family Physicians of Canada. These appointments are being developed by Queen's University in co-operation with the Medical Services Branch of Health and Welfare, Canada. Candidates of both sexes are equally encouraged to apply. In compliance with Canadian Immigration Requirements, this advertisement is directed to Canadian Citizens. For further details please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, P.O. Bag 8888, Kingston, Ontario, K7L 5E9.

UNIVERSITY OF TORONTO. Faculty of Medicine. Position in Microbiology. Research Associate position available immediately. This is an annually renewable University of Toronto funded position. M.Sc. or Ph.D. is required with several years experience in Microbiology and Immunology to join in established research especially phagocytic mechanisms, monocyte functions, monoclonal antibody purification, and ELISA and radio-immunoassay methodology. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents of Canada. Send applications, curriculum vitae and names of three referees to: Dr. Stephen I. Vas, M.D., Ph.D., F.R.C.P.(C), Professor of Medical Microbiology and Medicine, University of Toronto, Microbiologist in Chief, Toronto Western Hospital, 399 Bathurst Street, Toronto, Ontario, M5T 2S8.

UNIVERSITY OF TORONTO. Faculty of Medicine. Assistant Professor - Microbiology. The Department of Microbiology in the Faculty of Medicine of the University of Toronto invites application for a tenure-track position. Candidates should have a Ph.D. degree and Postdoctoral experience in any area of Microbial Physiology. Appointee should have teaching skills in General Microbiology. Preference will be given to individuals using biochemical and molecular approaches to studies in physiology. These may include such topics as synthesis and functions of cell walls, membranes, periplasmic proteins, toxins, extracellular proteins and fermentation reactions. Applicants will be required to establish an independent research programme with external grant support, teach undergraduate courses, supervise graduate students and help organize a team-taught microbiology course. Application deadline: February 1, 1985. Applicants should send curriculum vitae, a brief description of research plans or objectives and three letters of recommendation to Dr. Leslie Spence, Chairman, Department of Microbiology, Faculty of Medicine, University of Toronto, Toronto, Ontario, Canada, M5S 1A8. This advertisement is drawn to the attention of citizens and permanent residents of Canada, in accordance with Canadian immigration requirements.

UNIVERSITY OF TORONTO. Medicine. Nephrologist. The Division of Nephrology, the Wellesley Hospital, Toronto, Ontario, is accepting applications for an Academic Nephrologist. The position combines research, clinical and teaching responsibilities. Applicants must have a broad interest in clinical nephrology including dialysis and must have a specific research interest. Letters of application detailing research interests and Curriculum Vitae should be sent to Dr. C. Williams, Director, Division of Nephrology, Suite 302, E.K. Jones Building, 160 Wellesley St. East, Toronto, Ontario. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA. Medicine. Endocrinologist. Canadian Fellowship eligible in Internal Medicine with research interest in carbohydrate, lipid, bone or hypertensive disorders. Teaching and practice components. Long term academic appointment dependent upon support from an external agency. Contact Dr. Peter M. Crockford, Director, Division of Endocrinology an. Matabolism, Department of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada. The University of Alberta is an equal opportunity employer, but in accordance with the Canada Employment and Immigration regulations, this advertisement is directed particularly to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Medicine. Hematologist. The Division of Clinical Hematology, University of Alberta is recruiting a hematologist with a major interest in hemostasis and thrombosis. The position combines a research program with clinical and teaching responsibilities. Faculty appointments will be at a rank commensurate with qualifications. Applicants are expected to be eligible for certification as a specialist in Hematology and to be able to direct an independent research program. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. If none are available, then this position may be offered to others. Direct inquiries and applications to: Dr. A. Robert Turner, Director, Division of Hematology, University of Alberta, 11560 University Avenue, Edmonton, Alberta, Canada, T6G 1Z2.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Pathology. Division of Oral Pathology. Chairman. Applications are invited for the position of Chairman, Division of Oral Pathology within the Department of Pathology, Faculties of Medicine and Dentistry. Appointment effective immediately. Candidates should have an established reputation as an academic researcher and teacher and should have the necessary administrative and inter-personal skills to provide leadership for the continuing development of the academic programs and research of the Division. The Divisional Chairman is responsible to the Department Chairman, The University of Western Ontario and the Chief of Pathology, University Hospital for academic, administrative and practice matters in the Division. The Division has three members, including the Chairman. Two Oral Pathologists are presently in the Division. It does not have a separate budget. The position is tenured. Appointment as Chairman of Division for three to five years, renewable. The suitable candidate is eligible for practice privileges at University Hospital. Oral Pathologist applicants must hold qualifications to be registered as dentists and to practice oral pathology in Ontario. Pathologist applicants must hold qualifications to be licensed to practice medicine and pathology in Ontario. Salary negotiable, depending upon experience. Limited right of private practice. Applications, including a curriculum vitae and the names of at least three referees, to: Dr. Malcolm D. Silver, Chairman, Department of Pathology, Health Sciences Centre, University of Western Ontario, London, Ontario, N6A 5C1. Closing date for applications December 31, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA. Faculty of Rehabilitation Medicine. Department of Speech Pathology and Audiology. Speech-Language Pathologist. A tenure-track position is available July 1, 1985 for an assistant professor specializing in clinical procedures. The successful candidate will have proven research ability as well as extensive experience in the clinical management of a variety of communication disorders. The preferred candidate will hold a Ph.D. degree and have University teaching experience. Salary will be commensurate with qualifications (annual minimum of $29,720). Application deadline: January 31, 1985. Send Vita and three letters of recommendation to: Dr. Susan Brainerd, Chairman, Dept. of Speech Pathology and Audiology, Rm. 400, 11044-82 Avenue, Edmonton, Alta., T6G 0T2. The University of Alberta is an equal opportunity employer. However, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MUSIC

BRANDON UNIVERSITY. School of Music. Visiting instructor to deliver two-course sequence (July, 1985) in the educational applications of microcomputers to music, subject to funding. One course to provide introduction to the technology, a comprehensive introduction to available software/hardware, and to assist in delineation of evaluative criteria. Second course to address music lesson development and programming. Applicants should hold a Ph.D. in Music Education and have extensive expertise in the computer-based music instruction. Familiarity with a broad range of music software and hardware a necessity. Professional training in both music education and microcomputers required. Sessional rate of $2,175 per course plus travel. Closing date for applications: January 31, 1985. Letter of application, curriculum vitae and the names of three referees may be sent to: Professor Gordon Macpherson, Director, School of Music, Brandon University, Brandon, Manitoba, Canada, R7A 6A9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Faculty of Music. McGill University invites applications for a senior full-time position as string teacher and orchestra conductor in the Faculty of Music, beginning September 1, 1985. This is a tenure-track position at the rank of associate or full professor with a salary range attractive to highly qualified candidates. We are seeking an outstanding string teacher with a solid background of experience as an orchestral conductor, to direct the student symphony orchestra of approximately 85 players, teach one of the string instruments, and possibly coach chamber music classes. Applications, including a curriculum vitae and the names of three referees, should be sent to Professor Richard Lawton, Chairman, Department of Performance, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, Quebec, H3A 1E3 before December 31, 1984. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

MOUNT ALLISON UNIVERSITY. Department of Music. 1. Assistant or Associate Professor of Piano (depending upon qualifications), tenurable position. 2. Doctorate and an established reputation as a teacher and performer (or Master's and substantial professional experience). Candidates should have special expertise and interest in the areas of secondary piano, piano pedagogy, and/or accompanying. 3. Teach piano (primary applied), group piano, and piano pedagogy or accompanying at the undergraduate (B.Mus.) level. 5. Dr. Brian J. Ellard, Head, Department of Music, Mount Allison University, Sackville, New Brunswick, Canada, E0A 3C0. 6. July 1, 1985. 7. May 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Music. Notice of Vacancy in Theory or Composition. 1. Position: Full-time Assistant Professor (tenure-track). 2. Qualifications: Ph.D., D.M.A., or equivalent training and professional achievement. Documentation of a developing career as a theorist or composer, and demonstrable potential for long-term growth. Clear indications of likely effectiveness as a teacher of undergraduate music theory. Ability to provide guidance and stimulation for graduate students in area(s) of expertise. 3. Duties: A wide range of undergraduate music theory courses. Individual and class instruction in composition, if appropriate. Graduate courses and thesis supervision in area(s) of specialization. Maintenance of a high level of professional activity, evidenced in regular publication, performances of works, or comparable results. 4. Salary: Appropriate to the rank of Assistant Professor, and according to qualifications and experience. 5. Applications and Inquiries: Dr. William E. Benjamin, Head, Department of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C., Canada, V6T 1W5. Please submit: Letter of application and educational-professional resume, including documentation of teaching experience and names, telephone numbers, and addresses of three referees. No tape recordings or publications unless requested later. 6. Appointment Date: July 1, 1985 (subject to funding). 7. Closing Date for Applications: December 31, 1984, or until position filled. Note: The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE STUDIES

THE UNIVERSITY OF LETHBRIDGE. Business Enterprises and Self-Governing Systems of Indian, Inuit and Metis Peoples. A joint program of the School of Management and the Department of Native American Studies. 1. Title: Assistant Professor. A tenure track position. 2. Qualifications: Candidates should hold, or be close to completion of, a Ph.D. in the field of management, developmental economics or economic anthropology, and be interested in practical applications. Experience and knowledge of native issues is an advantage. 3. Responsiblities: To assist in the general development of the program which offers a concentration in native management within a Bachelor of Managment degree (four years) and a Management Certificate (one year). There is also an applied studies component. 4. Salary: Salary is commensurate with qualifications and experience. 5. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. Victor O'Connell, Native Management Program, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; or for more information phone (403) 329-2660. 6. Effective Date: July 1, 1985. 7. Closing Date: January 1, 1985.

UNIVERSITY OF SASKATCHEWAN. Native Studies Department. The University of Saskatchewan intends to hire an Assistant Professor for a tenure-track position in the Native Studies Department, College of Arts and Science. The successful candidate will be responsible for both on-campus and off-campus Native Studies courses. Candidates should have expertise in one or more of the following areas: Cree languages, Native Women, Sociology, Political Science, Law or Literature. This position becomes available July 1, 1985 at the base of Assistant Professor salary which is currently at $27,983 and is under review. Candidates with a Ph.D. are preferred but consideration will be given to candidates with a Masters degree. The closing date for applications is February 28, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward curriculum vitae and three letters of reference to: A.S. Lussier, Head, Native Studies Department, 15 McLean Hall, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO.

NURSING

DALHOUSIE UNIVERSITY. Nursing. Tenure track position available in psychiatric-mental health, maternal-child and acute medical-surgical nursing to teach in undergraduate and graduate programs in a large university School of Nursing located in the regional referral centre Halifax, Nova Scotia. Applicants should hold a Master's degree in nursing and an earned Doctorate in nursing or a related discipline, also have a solid research and clinical background. Salary and benefits are competitive. Appointments available beginning July 1, 1985. Send current CV and the names of three referees to: Phyllis Noerager Stern, DNSc, RN, FAAN, Professor and Director, Dalhousie University School of Nursing, Halifax, Nova Scotia, Canada, B3H 3J5; (phone number 1-902-424-2535). This advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer.

THE UNIVERSITY OF BRITISH COLUMBIA. School of Nursing. Applications are invited for tenure-track positions in Nursing. Minimum requirements are a master's degree in nursing and clinical experience in paediatric, community health or medical/surgical nursing. A doctoral degree is preferred. Candidates must be eligible for registration with the R.N.A.B.C. Salary and rank depend on experience and qualifications. Send résumé and name of at least three references to Dr. Marilyn Willman, Director, School of Nursing, University of B.C., 2194 Health Sciences Mall, Vancouver, B.C. V6T 1W5. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents. All positions are subject to the availability of funds and final budgetary approval.

PHILOSOPHY

YORK UNIVERSITY. GLENDON COLLEGE. Philosophy. The Philosophy Department of Glendon College has obtained permission to make a Visiting Professor appointment for one year beginning July 1, 1985. The department anticipates making this appointment at the Assistant or Associate Professor level. Some training and research in the area of analytic philosophy is preferred. Applications should be received by January 15, 1985. Interested candidates should apply to the Chairman: Professor Stanley Tweyman,

Philosophy Department, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, Canada, M4N 3M6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Department of Philosophy. The Department of Philosophy invites applications for a regular appointment at the rank of Assistant Professor to begin 1 July 1985, subject to budgetary approval. The requirements for the position are a Ph.D. and specific competence in (1) ancient Greek philosophy and/or European philosophy in the 17th and 18th centuries, and (2) contemporary epistemology and/or metaphysics. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Applications, supported by c.v., should be sent to Dr. Rodger Beehler, Chairman, Department of Philosophy, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Arrangement should be made for three letters of reference to be sent directly to the department. Submission deadline (including letters of reference): 31 January 1985.

DALHOUSIE UNIVERSITY. Department of Philosophy. Applications are invited for a tenure track position at the rank of Assistant Professor, beginning July 1, 1985. Candidates should have a Ph.D. in philosophy. Preferred expertise: epistemology, metaphysics, philosophy of science, or philosophy of logic/language. Competence in some area of the history of philosophy is desirable. Both graduate and undergraduate teaching will be required. Salary in accordance with the collective agreement. Applications should be sent to Prof. Robert Martin, Selection Committee, Department of Philosophy, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, and should be received by January 4. Dalhousie University is an Affirmative Action employer and applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Arts. Department of Philosophy. Applications are invited for two positions at the assistant professor level in the Department of Philosophy. These are potentially tenure-track positions. Ph.D. and evidence of outstanding research accomplishments or potential are essential. The first position is intended for a specialist in some area of the philosophy of science, the second for someone who can combine historical and systematic interests in epistemology, metaphysics or the philosophy of mind. Ability to teach undergraduate courses in biomedical ethics and/or social and political philosophy would be an asset. Competitive salary; positions commence July 1, 1985. Apply to A. Marras, Chairman, Department of Philosophy, The University of Western Ontario, London, Ontario, N6A 3K7. Position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

WILFRID LAURIER UNIVERSITY. Philosophy. 1. Continuing position in the Department of Philosophy. 2. Ph.D. or equivalent, teaching experience and publications required. 3. Specialization in epistemology with competence in philosophy of science or logic or metaphysics or philosophy of law for teaching undergraduate courses. 4. Rank and salary commensurate with qualifications. 5. Application with curriculum vitae and names of three referees to be sent to: Dr. J. Frederick Little, Acting Chairman, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. 6. Appointment to be effective from July 1, 1985. 7. Closing date: February 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Philosophy. Applications are invited for a two-year contractually limited appointment in Philosophy at the Assistant Professor level, beginning July 1, 1985. Financial circumstances permitting, this position may be convertible to tenure track. A Ph.D. is required. We seek excellence in scholarship and teaching at the graduate and undergraduate level, rather than a particular area of specialization. Salary will depend upon qualifications but will not be less than $25,335. per annum. Applications, including Curriculum Vitae and the names and addresses of three referees, should be sent to: Dr. Evan Simpson, Chairman, Department of Philosophy, McMaster University, Hamilton, Ontario, L8S 4K1. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Philosophy. Assistant Professor, three year tenure track appointment, subject to budgetary approval. Ph.D. expected by time of appointment. Candidates must be able to teach courses in classical and medieval philosophy, and have research interests in one or both of these areas. The successful candidate must be a superior instructor and have outstanding promise as a contributor to his or her field of specialization. Minimum McGill salary for Assistant Professors is $29,500.00. Duties expected to begin September 1, 1985. Applications with supporting documents should be received as soon as possible addressed to Prof. J. McGilvray, Chairman, Department of Philosophy, McGill University, Stephen Leacock Bldg., 855 Sherbrooke St. West, Montreal, P. Q., H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Philosophy. Assistant Professor, three year tenure track appointment, subject to budgetary approval. Ph.D. expected by time of appointment. Candidates must be able to teach courses in 19th-century German and 20th-century continental philosophy and in the philosophy of history. The successful candidate must be a superior instructor and have oustanding promise as a contributor to his or her field of specialization. Minimum McGill salary for Assistant Professors is $29,500.00. Duties expected to begin September 1, 1985. Applications with supporting documents should be received as soon as possible addressed to Prof. J. McGilvray, Chairman, Department of Philosophy, McGill University, Stephen Leacock Bldg., 855 Sherbrooke St. West, Montreal, P. Q., H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Philosophy. Applications are invited for a tenure-track position at the rank of Assistant Professor. Ph.D. or equivalent in philosophy prior to appointment. Some teaching experience necessary. Publications desirable but not essential. The successful candidate will be expected to teach a wide range of undergraduate philosophy courses (no graduate courses offered), to develop an active research program and to participate in all normal departmental, college and university administrative affairs. Preference will be given to candidates whose areas of specialization are within the following: logic, metaphysics, epistemology, history of philosophy, recent analytic philosophy. The successful candidate may not always be able to teach courses in his or her area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, curriculum vitae, samples of work and at least three letters of reference should be sent to Dr. T.Y. Henderson, Head, Department of Philosophy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO.

UNIVERSITE YORK. COLLEGE GLENDON. Philosophie. Le département de philosophie du Collège Glendon a obtenu l'autorisation d'ouvrir un poste de professeur invité pour une période d'un an, à partir de 1er juillet 1985. Le département souhaiterait engager un professeur adjoint ou un professeur agrégé ayant fait, de préférence, des études et des recherches en philosophie analytique. Prière de poser sa candidature avant le 15 janvier 1985 inclus. Les candidats doivent s'adresser au chef du département: Professeur Stanley Tweyman, Département de philosophie, Collège Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario, Canada, M4N 3M6. Conformément au réglement du service d'immigration, cette offre d'emploi ne s'adresse qu'aux citoyens canadiens et aux résidents permanents.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA. The Department of Physics. Applications are invited for the position of Research Associate. The qualifications required for this position are a Ph.D. degree in Solid Earth Geophysics specializing in Heat Flow studies with extensive experience in geothermics, including goethermal energy, the thermal state of sedimentary basins, thermal effects of groundwater flow and the application of goethermics to hydrocarbon prospecting. A knowledge of Western Canadian sedimentary basin geology, computer experience and experience in the synthesis of large date bases related to geothermal studies is necessary. The minimum annual salary for the Research Associate is $25,000, but this may be higher depending on qualifications and experience. A fringe benefits package including group life, disability, health and dental insurance is available. The appointment will be for a minimum of 3 years subject to availability of continued funding. The commencing date is 01 April, 1985. Interested candidates should submit a complete curriculum vitae, including names of three (3) referees, by 30 January, 1985 to: Professor F.W. Jones, Department of Physics, University of Alberta, Edmonton, Alberta, T6G 2J1. Ph. (403) 432-3467. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

PHYSIOLOGY

McGILL UNIVERSITY. Physiology. Physiology Department, McGill University, requires a Renal Physiologist at the Assistant Professor level (tenure-track position). M. D. or Ph.D. candidate will be expected to develop an independent research program in renal and/or transport physiology; must be able to attract external funding and to supervise graduate students at the M.Sc. or Ph.D. level; will be expected to teach classical renal and electrolyte physiology to undergraduate B.Sc. and first year medical students. Salary negotiable depending upon experience. Applicants should send C.V. and names of 3 referees to Dr. Mortimer Levy, Professor, Department of Physiology, McGill University, Room 1228, 3655 Drummond Street, Montreal, Quebec, Canada, H3G 1Y6. In keeping with immigration regulations, this notice is directed primarily to Canadian citizens or permanent residents. Appointment is for July 1, 1985; applications received after January 15, 1985, will not be considered.

DALHOUSIE UNIVERSITY. Physiology. The Department of Physiology and Biophysics wishes to enlarge its research group in reproductive biology by appointing a senior investigator capable of attracting external salary and research grant support. Applications are invited from Ph.D.'s in Reproductive Physiology or related sciences with at least 10 years postdoctoral experience and a proven track record. Preference will be given to candidates trained in the neuroendocrinology of behaviour and/or neurochemistry. The initial appointment will be at the level of Associate Professor; tenure and salary supplement are negotiable. Dalhousie University is an equal opportunity employer. In accordance with the Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Send applications and the names of at least three references to: Dr. K.B. Ruf, Head, Department of Physiology and Biophysics, Dalhousie University, Sir Charles Tupper Medical Building, Halifax, N.S., B3H 4H7. Applications will be accepted until the position is filled.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Medicine. Department of Physiology. 1. Assistant Professor of Physiology. Limited term appointment (subject to budgetary approval). 2. Professional degree and/or PhD. 3. Contribute to teaching programs in dentistry, graduate studies, medicine and science and to establish an independently funded research progrem in an area related broadly to existing interests of the Department: cardiovascular; endocrine; gastro-intestinal; integrative; motor, sensory and autonomic neuro-physiology. 4. Salary negotiable depending on qualifications and experience. 5. Dr. Jacob Kraicer, Professor and Chairman, Department of Physiology, The University of Western Ontario, London, Ontario, N6A 5C1. 6. When position filled. 7. Open. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

PLANT SCIENCE

McGILL UNIVERSITY. Department of Plant Science. 1. Assistant Professor (tenure track). 2. Ph.D. plant pathology, with strong background in quantitative biology. 3. Teaching undergraduate courses in crop diseases and in nematology and a graduate course in epidemology. Research program developed in quantitative epidemology and crop disease modelling. 4. Starting salary $29,500. 5. Applications, with C.V. and 3 references to Dr. A.K. Watson, Chairman, Search Commitee, Department of Plant Science, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec, Canada, H9X 1CO. 6. 1 June 1985. 7. 15 March 1985 or until position is filled. In accordance with Canadian Immigration regulations, this advertisement is primarily directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Department of Plant Science. The Department of Plant Science invites applications for a two year contingent term appointment at the rank of Assistant Professor effective immediately. Applicants should have a doctoral degree in the area of horticulture and/or plant physiology. The successful candidate will be expected to: 1. Co-ordinate a series of horticulture courses in the Diploma of Agriculture program; 2. Participate in teaching Diploma and Degree courses; 3. Develop a research program in the area of horticulture physiology. The salary floor for an Assistant Professor is $27,101. Oualified applicants are invited to submit a curriculum vitae and names of three references to: Dr. L.E. Evans, Head, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both women and men are encouraged to apply. In accordance with Canadian Immigration policy, consideration in the first instance will be given to Canadian citizens and permanent residents. The closing date is January 15, 1985.

POLITICAL SCIENCE/POLITICS

THE UNIVERSITY OF BRITISH COLUMBIA. Political Science. A junior tenure-track position will be available, subject to funding, starting July 1, 1985 in the Department of Political Science. The appointment will be in the areas of Japanese politics (domestic and foreign policy), and/or Southeast Asian politics. The candidate must be able to teach and conduct research in one or more of these areas, must have suitable language training, and should be able to teach comparative politics generally. A completed Ph.D. or equivalent is expected, as is evidence of research commitment. Salary will be commensurate with qualifications and experience. Closing date: when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Curriculum vitae and three letters of reference should be sent to: Professor K.J. Holsti, Department of Political Science, The University of British Columbia, Vancouver, B.C., V6T 1W5.

CARLETON UNIVERSITY. Political Science. The Department of Political Science, Carleton University, invites applications for one tenure track position, commencing July 1, 1985, in Comparative Politics with expertise in theories of and approaches to comparative politics, and the capacity to teach and supervise Ph.D. students. The Department would be particularly interested in candidates with a specialization in Western Europe or Latin America. Rank open. Ph.D. completed. Applications, with full curriculum vitae and the names of three qualified referees, should be sent as soon as possible to: Professor Harald von Riekhoff, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration re-

quirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Open to both men and women. This position is subject to budgetary approval.

BROCK UNIVERSITY. Department of Politics. Political Philosophy. The Department of Politics, Brock University, will make a tenure-track appointment in political philosophy at the level of Assistant Professor, subject to budgetary approval. Ph.D. with teaching experience and evidence of scholarly potential are desirable. Teaching responsibilities will be in political philosophy and a second field. Salary will be appropriate to qualifications. Letters of application with a current c.v. and the names and addresses of three referees should be sent to the Chairman, Search Committee, Department of Politics, Brock University, St. Catharines, Ontario, L2S 3A1. The appointment begins 1 July 1985. Closing date for applications is 31 January 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a tenure track appointment in American Politics at the rank of Assistant Professor, commencing July 1985. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. To teach courses in American Politics and some combination of American Foreign Policy, Canadian-American Relations and American Political Thought. Salary: Commensurate with qualifications. Deadline: February 1, 1985. To apply forward curriculum vitae with names of three referees to Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsivew, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a tenure track appointment in Empirical Theory and Ouantitative Methods at the rank of Assistant Professor, commencing July 1985. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. Competence in Public Policy Analysis an asset. To teach courses in Empirical Theory, Advanced Ouantitative Methods, and Applied Public Policy Research. Salary: Commensurate with qualifications. Deadline: February 1, 1985. To apply forward curriculum vitae with names of three referees to Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a 1-2 year Sessional appointment in Public Law/Canadian Constitutional Law, commencing July 1985. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. To teach courses in Public Law (Administrative Law), Canadian Constitutional Law, and related topics. Salary: Commensurate with qualifications. Deadline: February 1, 1985. To apply forward curriculum vitae with names of three referees to Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsivew, Ontario, M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a 1-2 year Sessional appointment in International Relations/International Political Economy, commencing July 1985. Requirements: Ph.D. or equivalent. Demonstrated research and teaching abilities. To teach the introductory course in International Relations, and basic and advanced courses in International Political Economy at undergraduete and graduate levels. Salary: Commensurate with qualifications. Deadline: February 1, 1985. To apply forward curriculum vitae with names of three referees to Professor B.M. Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is in the first instance directed to Canadien citizens and permanent residents.

PSYCHOLOGY

YORK UNIVERSITY. Faculty of Arts. The Psychology Department is planning to make (budget permitting) one or more appointments, both tenure stream and contractually limited, at the Assistant Professor level (more senior levels will be considered). Applicants with broad integrative background and of exceptional research and scholarly accomplishment are preferred. Areas of special interest to us include: Health Psychology, Clinical (including Child), Developmental, Social and Personality, and Cognitive Science. Applicants must have completed a Ph.D. by July 1, 1985. Enquiries, nominations and applications, with three letters of reference and a curriculum vitae, should be sent to: Dr. Morris N. Eagle, Chairman, Department of Psychology, York University, Downsview (Toronto), Ontario, M3J 1P3. Closing date for applications is February 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Psychology. The department of psychology, University of Toronto (Scarborough Campus), invites applications for a tenure-stream position in brain and behavior, beginning in July, 1985. Submissions are encouraged in the areas of physiological psychology, neuroscience, psychopharmacology, neuropsychology, psychobiology, etc. Appointment will be at the assistant protessor level. The successful candidate will be involved in undergraduate and graduate teaching and will be expected to pursue an active and productive research programme. Applicants should, by January 15, 1985, submit a curriculum vitae and have at least three letters of reference sent to Joan E. Grusec, Chairman, Life Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. In accord with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for an anticipated opening in Clinical Psychology at the assistant professor level. Any specialty area within Clinical Psychology will be considered. A Ph.D. in Clinical Psychology, with a one-year clinical internship, is required. Candidates must also have a strong commitment to the development of an active research program. Responsibilities will include teaching at both the undergraduate and graduate levels and supervision of both student research and clinical activities. The salary is competitive. Appointment will commence either July 1 or September 1, 1985. Applicants should submit a complete vita and samples of scholarly work (e.g., reprints or preprints) and should arrange to have at least three letters ot recommendation sent directly to Dr. Philip M. Merikle, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. To ensure consideration all materials should be received by January 15, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. It is the intention of the University of Waterloo to fill its regular ecademic vacancies with recent Ph.D. graduates appointed as Assistant Protessors.

UNIVERSITY OF OTTAWA. Psychology. The School of Psychology of the University of Ottawa anticipates a tenure-track position, at the Assistant or Associate Professor level. The priority areas are child clinical Psychology, applied research and adult clinical psychology. Applicants should possess the following minimum qualifications: doctorate in Psychology; fluency in French and English; and research competence. The salary range for the current academic year is: maximum: $74,106; Assistant Professor - minimum: $37,031;Associate Professor - minimum: $34,768 (under revision). Applications should be received before January 1st, 1985. Submit a letter of application, vita, names and addresses of three referees and two recent publications from refereed journals or visible evidence of scholarly publication to: Dr. Richard Clement, Acting Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for an anticipated opening in Industrial/Organizational Psychology at the assistant professor level. Any specialty area within I/O Psychology will be considered. A Ph.D. in I/O Psychology is required, and candidates must have a strong commitment to the development of an active research program. Responsibilities will include teaching at both the undergraduate and graduate levels and supervision of student research. The position offers a unique opportunity to participate in the development of a Ph.D. program in I/O Psychology as well as to contribute to an ongoing Masters of Applied Science program in I/O Psychology. The salary is competitive. Appointment will commence either July 1 or September 1, 1985. Applicants should submit a complete vita and samples of scholarly work (e.g., reprints or preprints) and should arrange to have at least three letters of recommendation sent directly to Dr. Philip M. Merikle, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. To ensure consideration all materials should be received by January 15, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. It is the intention of the University ot Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Protessors.

UNIVERSITY OF SASKATCHEWAN. Psychology. The Department of Psychology, University of Saskatchewan, invites applications for a tenurable taculty position in cognitive psychology. Responsibilities include undergraduate and graduate teaching and supervision ot graduate research. Applicants will have already developed an active program ot research. The salary range for assistant professors (1983-84, under review) is $27,903-$36,407. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a curriculum vitae and have at least three referees submit letters of reference to: Thomas B. Wishart, Head, Department of Psychology, University ot Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO.

UNIVERSITY OF SASKATCHEWAN. Psychology. The Department of Psychology, University of Saskatchewan, invites applications for a tenurable taculty position in clinical psychology. We are commited to hiring in the area of chiid clinical psychology, and we require someone with a strong commitment to both clinical training and research. Undergraduate teaching in the developmental area will also be expected. Applicants should have a Ph.D. in clinical child psychology, an internship, and an active research program. The appointment is at the rank of assistant professor and the salary range (under review) is $27,903-$36,407. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a curriculum vitae and have at least three referees submit letters of reference to: Thomas B. Wishart, Head, Department ot Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITE D'OTTAWA. Psychologie. L'Ecole de Psychologie prévolt avoir quelques postes vacants de protesseurs à combler pour le 1er juillet 1985. Ces postes seront probablement des postes réguliers au niveau de professeur adjoint ou agrégé. Les besoins principaux sont en Psychologie clinique de l'enfant, en recherche appliquée et en psychologie clinique de l'adulte. Les qualitications minimums sont: le doctorat en Psychologie, de l'expérience (ou un très bon potentiel) en recherche et une bonne naîtrise du français de de l'anglais. L'échelle de salaire de l'année en cours est: maximum $74,106; professeur adjoint — minimum: $27,031; protesseur agrégé — minimum: $34,768 (en instance de révision). Les candidatures devraient être soumises avant le 1er janvier 1985. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que de tirés à part de deux publications récentes ou de tout autre document constituant une contribution académique au: Dr. Richard Clément, Directeur intérimaire, Ecole de Psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux réglements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY. School of Public Administration. The School invites applications for two tenure track positions, effective July 1, 1985. Teaching is at the M.A. level. 1) Assistant or Associate Professor: Candidate must have a Ph.D. in Economics, Political Science or a releted Social Science discipline with a proven teaching and research record in the field of development policy and administration. 2) Assistant Professor: Candidate must have a Ph.D. or be near completion in Economics, Political Science or a related discipline. Teaching and research in the following areas: development policy and administration and/or financial management and public economics. Send application, including curriculum vitae and names of three references to Allan M. Maslove, Director, School of Public Administration, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date of application: December 31, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Hiring is subject to budgetary approval. Open to both men and women.

RECREOLOGY

UNIVERSITY OF OTTAWA. Recreology. The Department of Recreology invites applications tor a tenure track appointment for July 1, 1985. The doctorate must be completed prior to the appointment date. Preference will be given to bilingual (trench and english) applicants. Eventual tenure will be contingent upon demonstrating bilingual proficiency by teaching in both languages or by examination. Applicants from a number of social science disciplines will be considered. Salary according to terms of the Collective Agreement. Applicants should send a curriculum vitae and the names ot three references to: Professor Thomas Goodale, Chairman, Department ot Recreology, University ot Ottawa, Ottawa, Ontario, K1N 6N5. In accordance with Canadian Immigration requirements, this announcement is addressed to Canadian citizens and permanent residents. Closing date. February 1, 1985.

UNIVERSITE D'OTTAWA. Récréologie. Le département de récréologie accepte des candidatures à un poste régulier, commençant le 1 juillet 1985. Le doctorat est obligatoire. Prétérence sera accordée aux candidats(es) bilingues (français et anglais). Les candidats(es) en lice pour la permanence doivent faire preuve de leur bilinguisme dans leur enseignements ou en subissant un examen. Les candidatures provenant des disciplines des sciences sociales seront prises en considération. Traitement: selon les normes de la Convention Collective. Les candidats(es) sont priés de faire parvenir leur curriculum vitae et trois noms de personnes pouvant donner des références avant le 1 février 1985 à: Professeur Thomas Goodale, directeur, département de récréologie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. En conformité avec les exigences de l'immigration canadienne, ce poste est ouvert aux citoyens canadiens et aux immigrants reçus.

RELIGIOUS STUDIES

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Religious Studies. Tenure stream appointment, contingent on funding, at Assistant or Associate Protessor rank in history of religions and their comparative study. Preference given to candidates with proven undergraduate teaching experience and who have special competence in Islam. Must be appointable to membership in the Graduate Faculty. Starting date July 1, 1985; deadline for application January 31, 1985. Send curriculum vitae and names ot three reterees to: Protessor L.J. Elmer, Chairman, Department ot Religious Studies, University of Toronto, 110 Charles St. West, Toronto, Ontario, M5S 1A1. In conformity with Canadian tmmigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Religious Studies. Applications are invited for a tenure-track position in Hebrew Scriptures and Near Eastern religions, commencing September 1, 1985 (subject to budgetary approval). Rank and salary dependent upon qualifications. Ph.D. or equivalent is necessary, and teaching experience is desirable. The successful candidate will be required to teach a wide range of undergraduate courses; including Judaic and Islamic studies, Christian origins, and

religions of the ancient Near East. Some graduate instruction may also be involved. Applications, including curriculum vitae and the names and addresses of at least three references, should be sent to: Dr. John Badertscher, Acting Chair, Department of Religious Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Religious Studies Program. 1. Title: Assistant Professor. 2. Qualitications: Ph.D. and teaching experience. The position involves teaching a wide range of undergraduate courses such as World Religions, Religion and Society, Religious Ethics, Phenomenology of Religion. Specialization in at least one Eastern Religion. 3. Responsibilities: Teaching undergraduate courses and a commitment to do research. 4. Minimum salary 1984-85: Assistant Professor $28,319. 5. Applications should include a curriculum vitae, transcripts, and the names of three referees which should be sent to: Dr. W.E. Aufrecht, Chairman, Religious Studies Program, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: Probationary appointment, beginning July 1, 1985. 7. Closing Date: January 1, 1985. 8. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. Religious Studies. 1. Appointment in Christian Ethics, tenure-track. 2. Ph.D. and experience. 3. Undergraduate teaching (B.A., B.Th.), graduate seminars and supervision (M.A., Ph.D.) 4. Rank and salary dependent on qualifications and experience. 5. Dr. J.C. McLelland, Dean, Faculty of Religious Studies, McGill University, 3520 University Street, Montreal, Quebec, H3A 2A7. 6. Starts: December 15, 1984. 7. Deadline: When tilled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Religious Studies. The Department of Religious Studies, University of Saskatchewan invites applications for a tenurable position at the Associate or Professor level with an initial appointment as Department Head. A Ph.D. is required with special competency in Islam and/or Hinduism. The successful applicant will be responsible for administration of the department, the development of the program and some teaching. The position is to be tilled effective July 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries with curriculum vitae and the names of three referees should be addressed to Dr. R.W. Nostbakken, Acting Head, Department of Religious Studies, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

SLAVIC STUDIES

UNIVERSITY OF TORONTO. Mellon Appointment in Slavic Languages and Literatures. 1. This is a tenure-track appointment to be made at the Assistant Professor Rank. 2. Ph.D, preferably with teaching experience. Specialist in Russian linguistics with a strong interest in Russian language teaching al all levels. Ability to contribute to second Slavic area an important asset. 3. The candidate should have a research andor publication record sufticient to indicate a rapid progression toward graduate teaching. 4. Salary commensurate with experience and qualitications. 5. Applications, including curriculum vitae, the names and addresses of three referees to C.H. Bedford, Acting Chairman, Department of Slavic Languages and Literatures, University ot Toronto, Toronto, Ont, Canada, M5S 1A1. 6. Date of appointment: 1 July 1985. 7. Closing date for application: 31 December 1984. Note: In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

SOCIAL SCIENCE

CONCORDIA UNIVERSITY. Department of Applied Sociel Science. Invites applications for expected sabbatical replacement appointments to begin September 1, 1985 to May 31, 1986, at the level ot lecturer or assistant protessor. In September 1984 the salary tloor of assistant professor was $27,916. The Department is seeking someone with competence in experiential teaching, whose area of expertise is sytems change, at the community or organizational level. Practitioner experience is essential. Undergraduate teaching. The Department of Applied Social Science emphasizes practice based teaching and learning, in an atmosphere ot innovation. Adult learners make up over half of the student body. The Department offers courses in interpersonal relations; small group development; sexuality and human relations; training in leadership and intervention; action research; social and organizational change. In accordance with Canadian govermment regulations, priority will be given to Canadian citizens and permanent residents. Application deadline: Send curriculum vitae and three letters of reference by January 15, 1985 to: Dr. Sylvia I. Carter, Chairperson, Department of Applied Social Science, Sir George Williams Campus, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H2G 1M8.

SOCIAL WORK

UNIVERSITY OF WATERLOO. RENISON COLLEGE. Social Work. Applications are being accepted for the position of: 1. Assist. Prof., Assoc. Prof. or Prof. of Social Work. 2. D.S.W. or M.S.W. with experience in teaching and practise and continuing research interests. Applicants must be Canadian citizens or have landed immigrant status. 3. Teaching undergraduate social work courses in the individual, group and family area. 4. Open and related to qualifications and experience. 5. Ian L. Campbell, Principal, Renison College, University of Waterloo, Waterloo, Ontario, N2L 3G4. 6. September 1, 1985, or earlier.

SOCIOLOGY

LAURENTIAN UNIVERSITY. Sociology. Applications are invited from men and women for a tenure-track taculty position in the Department ot Sociology and Anthropology, Laurentian University, Sudbury, Ontario, commencing July 1st, 1985. Applicants must have a Ph.D. with demonstrated teaching, research experience and publications in the areas of the family and socialisation. Other areas of teaching may include: Sex Roles and Sexuality, Aging, and Introduclory Sociology and the opportunity to participate in a master's programme. Preference will be given to bilingual candidates. Rank will be according to qualitications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents ot Canada. Please send curriculum vitae to: Chairman, Department ot Sociology and Anthropology, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITY OF TORONTO. Sociology. Applications are invited for a tenure stream appointment in sociology. Teaching and research interests in industrial sociology mandatory. Ability to teach methods and criminology also desirable. The appointment will be at the assistant professor level. Ph.D. is required. Send applications with curriculum vitae and the names ot three referees to: Professor Sheldon Ungar, Sociology, Division ot Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. In accordance with Canadian Immigration requirements this advertisement is directed to Candian Citizens and permanent residents. Closing date for applications: January 31, 1985.

WILFRID LAURIER UNIVERSITY. Sociology-Anthropology. Applications are invited tor a continuing position in the Department of Sociology-Anthropology. The successful candidate must have a Ph.D. in Sociology. An excellent undergraduate teaching record with a productive research program would be a definite asset. Specialization in the areas of Criminology, The Sociology of Education, Social Change, The Social Implications ot New Technologies and Critical Theory is strongly preferred. The appointment will be ettective July 1, 1985 and the closing date for application is December 31, 1984. Applications, Curriculum Vitae and the names of three referees should be sent to Dr. Harriet Lyons, Chairman, Department of Sociology-Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY. Department ot Sociology. The Department ot Sociology is seeking candidates for a tenure-track position at the assistant professor level. Areas of preferred teaching and research are criminology, society and the law, and deviance. Effective date of appointment is September 1, 1985. In accordance with Canedian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is March 1, 1985. Curriculum vitae, names ot three referees, (and, optionally, examples ot written work) should be sent to: Dr. Henry Veltmeyer, Chairperson, Department ot Sociology, Saint Mary's Universty, Halifax, Nova Scotia, B3H 3C3.

McMASTER UNIVERSITY. Sociology. The Department ot Sociology at McMaster university has two positions at the rank ot Assistant Protessor, one tenure-track and one contractual, commencing July 1, 1985. Candidates currently holding university appointments as well as those seeking initial appointments are encouraged io apply. We are seeking candidates whose research interests fit into one or both of two of our major areas of graduate research, Social Psychology andor Organizations and Occupations, and who are qualified to teach undergraduate and, possibly, graduate courses in Social Psychology and Sociology ot Organizations. Within these areas, candidates whose primary research interest is the Sociology of Women are especially encouraged to apply. Ouantitative skills are an asset. Salary commensurate with qualitications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1985. Applicanls should send a Curriculum Vitae and names ot three referees to: Dr. Frank E. Jones, Chairman, Department of Sociology, McMaster University, Hamilton, Ontario, Canada, L8S 4M4.

UNIVERSITY OF SASKATCHEWAN. Department ot Sociology. Applications are invited for a lenure-track Assistant Professor Position (T85-2-2I-II) ettective July 1, 1985. We are seeking candidates in the area of Crime and Delinquency, Deviance and Control, Penology and Corrections, and Sociology ot Law. Evidence ot or commitment to teaching, research, and scholarly work is required. A Ph.D. degree in Sociology or strong evidence of degree completion by July 1, 1985. Send vitae, three letters ot recommendation, and copies ot publications to: B. Singh Bolaria, Professor & Head, Oepartment of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

UNIVERSITE LAURENTIENNE. Sociologie. L'Université Laurentienne, Sudbury (Ontario), sollicite les candidatures d'hommes et temmes à un poste de professeur pouvant mener à la permanence ou Département de sociologie et d'anthropologie. La nomination entera en vigueur le 1er juillet 1985. Les candidats devraient être titulaires d'un Ph.D., posséder de l'expérience dans l'enseignement et la recherche et avoir publié dans les domaines de la famille et de la socialisation. Les rôles sexuels et la sexualité, le vieillissement et l'initiation à la sociologie seraient également des matières utiles, ainsi que la possibilité de participer à un programme de maitrise. La préférence sera accordée aux candidals bilingues. Le rang sera fonction des titres et qualités. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Faire parvenir son curriculum vitae au directeur. Département de sociologie et d'anthropologie, Université Laurentienne, Sudbury (Ontario), P3E 2C6.

STATISTICS

THE UNIVERSITY OF ALBERTA. Statistics and Applied Probability. The Department of Statistics and Applied Probability invites applications for two tenure-track positions at the assistant professor level in any area ot statistics and probability. Ettective date: July 1, 1985; Salary range: $29,720 - $41, 820 per annum. Closing date: February 1, 1985. The University is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested individuals should send a vitae to: Dr. K.L. Mehra, Department ot Statistics and Applied Probability, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Mathematics & Statistics. The Department of Mathematics and Statistics at the University of New Brunswick has a tenure track position tor a Statistician beginning July 1, 1985. Ph.D. required (or near completion) with preferably a background in applied statistics. Duties to include undergraduate teaching, graduate student supervision, and research. Send an up-to-date curriculum vita and the names ot three referees to Dr. G.R. Mason, Chairman, Department of Mathematics and Statistics, University ot New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is tilled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents ot Canada.

TEXTILES

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Textiles. Sabbatical replacement in Textiles tor 1985-86 academic year with contract to commence on July 1, 1985 and extend to June 30, 1986. Teaching duties will include beginning and advanced classes in weaving. A strong background in floor-loom weaving as well as a knowledge of contemporary and historical developments in the textile arts is required along with M.F.A. or equivalent, substantial exhibition record and teaching experience. Salary will be at the level of Assistant or Associate Professor depending upon qualifications. In accordance with Canadian Immigration regulations, this notice is directed to Canadian citizens and permanent residents. Send a full curriculum vitae, slide portfolio and names of three references to Joyce Chown, Chairperson, Cratt Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Deadline January 15, 1985.

THEATRE

UNIVERSITY OF VICTORIA. Theatre. Subject to funding, this Is a tenure track position. Duties: To teach undergraduate and graduate courses in scene design and the necessary support skills ot drawing, draughting and rendering; and to function as resident scene designer in a three theatre complex with the responsiblity for the design of departmental productions. Qualifications: MFA in scene design or protessional equivalent, experience with recognized professionai theatres, sufficient teaching experience at the universlty level to assume responsibilities in a programme including undergraduate and graduate courses. Salary and Rank: Commensurate with experience and qualifications, at the rank ot lecturer or assistant protessor. Eligibility: Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications trom other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Ettective Date of Appointment: 1 July 1985. Closing Date tor Applications: 31 January 1985. Apply to: Chairman, Department of Theatre, Faculty of Fine Arts, University of Victoria, Victoria, B.C., V8W 2Y2, Canada. A current curriculum vitae Is required as well as the names of three referees selected from the academic and professional communities.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN. Veterinary Medicine. The Department of Veterinary Pathology, Western College of Veterinary Medicine, Saskatoon, requires an Assistant Professor in Veterinary Clinical Pathology effective July 1, 1985 (T 15-4-9). Responsibilities include teaching classes in the undergraduate and graduate curricula with particular emphasis on veterinary clinical chemistry. Familiarity with various chemical tests and their application in the practice of veterinary medicine, equipment and development work in this area is essential. Sharing in a heavy service load in the clinical chemistry laboratory is expected. The candidate will be expected to develop an active and ongoing research program. This is

a tenurable position. Applicants must have a D.V.M. degree or equivalent and the successful applicant must, upon appointment, become a member of the Saskatchewan Veterinary Medical Association. An advanced degree, preferably the Ph.D. and A.C.V.P. Board Certification or Board eligibility are essential. Rank and salary are commensurate with training and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Reply: send curriculum vitae plus names of 3 references to Dr. C.E. Doige, Head, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO, Canada.

UNIVERSITY OF SASKATCHEWAN. Veterinary Medicine. The Department of Veterinary Pathology, Western College of Veterinary Medicine, Saskatoon, requires an Assistant Protessor in Veterinary Pathology, effective January 1, 1985 (T15-4-10). Responsibilities include participation in undergraduate and graduate teaching programs, as well as participation in a diagnostic pathology laboratory. The candidate will be expected to develop an active and ongoing research program. Applicants must possess a D.V.M. degree or its equivalent and be eligible to practice in Saskatchewan. An advanced degree, preferably a Ph.O. and A.C.V.P. Board certification or Board eligibility are essential. This tenurable position will be tilled only when a suitable candidate is found. Rank and salary are commensurate with training and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae, including three letters of reference, should be submitted to: Or. C.E. Ooige, Head, Department of Veterinary Pathology, Western College ot Veterinary Medicine, University of Saskatchewan, Saskatoon, S7N 0W0, Canada.

UNIVERSITY QF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEOICINE. Veterinary Clinical Pharmacotogist. Applications are invited for a taculty (tenure-track) position at the assistantassociate professor level. Qualifications include a O.V.M. or equivalent, eligible tor licensure in Saskatchewan and either a Ph.O. in clinical pharmacology or specialized training in the area of clinical pharmacology with at least two years of clinical experience. Primary duties include teaching clinical pharmacology to undergraduate and graduate O.V.M. students, clinical servlce in the area of clinical pharmacology and the establishment ot an independent research program. Salary will be commensurate with qualifications and experience. Oualified applicants are invited to submit a letter of application including curriculum vitae and the names of three references to Or. C.S. Sisodia, Head, Oepartment of Veterinary Physiological Sciences, Western College of Veterinary Medicine; University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WEED SCIENCE

UNIVERSITY OF GUELPH. Oepertment of Environmental Biology. Assistant Professor in Weed Science. Applications are invited for the position of Assistant Professor in Weed Science in the Department of Environmental Biology, University of Guelph. At present, the position will be filled by a two-year contractually limited appointment. The position will consist of teaching at the undergraduate and graduate levels and extension and research in the area of weed science. Teaching activities include partial responsibility for 'Turf Protection', a course for diploma students, for 'Pestlcides in the Environment' an undergraduate course and full responsibility for a graduate course in 'Physiology and Biochemistry of Herbicides'. The successful applicant will be encouraged to develop a program of applied research related to weed management in turf and growth retardants in grasses. Qualifications: A Ph.D. in Weed Science, Plant Physiology or closely related discipline with an interest in developing a program of weed control in turf. Evidence of the ability to work with scientists in other fields, particularly weed scientists housed in the Departments of Horticultural Science and Crop Science and to carry out extension work in turf. While the position carries only a moderate teaching load, demonstrated teaching excellence will be a major factor among the qualifications sought. The appointment is available January 1, 1985 contingent on the availability of tunds. Applications should include a complete curriculum vitae, academic transcripts and the names ot three references and should be sent to: The Chairman, Department of Environmental Biology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: December 31st 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ZOOLOGY

UNIVERSITY QF ALBERTA. Department of Zoology. Research Associate - Comparative Endocrinology. Research Associate with Ph.D. and postdoctoral experience, to join a group studying neuroendocrine regulation, and endocrine regulation of reproduction and growth in teleost fish. Experience with peptideprotein hormone radioimmunoassays and receptors preferred. Minimum starting salary $24,116 annum. Closing dale for applications 1 March 1985 or at the earliest date thereatter that the position is filled. To apply submit CV and names of three reterees to: Dr. R.E. Peter, Department ot Zoology, University ot Alberta, Edmonton, Alberta, T6G 2E9, Canada. Although in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents ot Canada, all qualified people are invited to apply.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, nonprofit, faculty-administered, helps arrange teaching and/or housing exchanges in North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

ACCOMMODATION

VISITORS TO DALHOUSIE UNIVERSITY? FURNISHED HOUSE FOR RENT. January to July, 1985. In quiet sub-division (Lake-of-the-Woods, Halifax County) 20-25 minutes from Oalhousie University. 3/4 bedrooms, 2 1/2 acres of trees, garden and privacy; 200 ft. lake frontage, hot water heating (oil furnace) plus air-tight wood stove. Skating, cross-country skiing, canoeing, hiking (in your own backyard) and close to schools. Sub-division has own play area (tennis, softball, soccer, etc.) and access to Five-Island Lake. Call Dr. M. Wilkinson (Dept. of Physiology & Biophysics) at 424-3511 (local) or 876-8126 (home). Monthly rent: $700.

FOR RENT. Modern Wilderness Retreat. 3 Bedrms,2 Bathrms, Sauna, 3 Fire Places, 40 Acres Foothills, Furnished, Calgary 1 1/4 Hr. Vacant 6-8 months from Dec. '84 approx. $650 month. Write Box 68, Water Valley Alberta, T0M 2E0. Tel. (403) 637-2555.

LATE ADS

UNIVERSITY QF NEW BRUNSWICK. Insect Behavioural Ecotogist. Research Assistant. Must be experienced in applied and basic research with spruce budworm; have experience with sex pheromone physiology and behaviour; computer languages required - Basic and Pascal; strong statistics background, particularly directional statistics. Ph.O. required; post-doctoral experience desirable. Initial appointment two years commencing January 15, 1985. Tentative salary ot $2l,000 per annum currently under review. Apply in writing, including a Curriculum Vitae and three letters of reference to: Department of Personnel Services, University ot New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3.

UNIVERSITY OF GUELPH. Oepartment of Sociology and Anthropology. The Oepartment of Sociology and Anthropology of the University ot Guelph has been authorized to invite applications for a probationary appointment beginning September 1, 1985, at the rank ot Assistant Protessor. Applicants must have completed their Ph.O. A primary qualification is demonstrated competence in contemporary quantitative methodology. In terms of substantive areas ot interest, social change, preterably emphasizing change in the rural sector of Canada, is of first priority. Qualified applicants will also be expected to have a firm commitment to undergraduate teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Canadian citizens and permanent residents should be sent to Dr. Wayne E. Thompson, Professor and Chairman, Sociology and Anthropology, University ot Guelph, Guelph, Ontario, N1G 2W1.

GEOLOGICAL ASSOCIATION OF CANADA. Cordilleran Section. The Charlie Ney Visiting Lectureship. The purpose of the Ney Lectureship, which is sponsored by the Cordilleran Section ot the Geological Association of Canada, is to bring prominent earth scientists to Vancouver's large geological community made up ot exploration, government and university geologists. The lectureship is aimed at, but is not restricted to, those on sabbatical leave and is tenable for 3 months beginning at any time from September, 1985 to February, 1986. It will carry an honorarium of $8,000 and ottice facilities will be available at the University ot British Columbia and the Geological Survey ot Canada. The Ney Lecturer will be expected to contribute lectures to a pertinent course or courses at the University and to conduct a short course or series of lectures for the downtown mineral exploration community. Applications or nominations should be received by Paul L. Smith (President of the Cordilleran Section, Geological Association ot Canada, P.O. Box 398-Station A, Vancouver, B.C., V6C 2N2) before March 30th, 1985.

SIMON FRASER UNIVERSITY. Criminology. 1. The Department of Criminology is inviting applications in relation to one (1) tenure-track position at the Assistant Professor level which, subject to tinal budgetary approval, will be available from the academic year 1985/86. The Department has a well-established undergraduate program with some 600 majors in criminology. It also has a graduate program leading to the degree of M.A. with 56 students enrolled. A Ph.D. program is in the final stages of approval. The teaching faculty is multi-disciplinary and, at present, consists ot some 18 lull-time members. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre and to its Institute for Studies in Criminal Justice Policy. 2. Ph.D. in a social or behavioral science discipline, or LL.B. accompanied by other post-graduate qualification (e.g. LL.M.), with interests and experience in criminology. The Appointments Committee will consider applications trom ABO's with exceptional qualifications. Note: In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. 3. To undertake research and to conduct courses in one or more ot the areas falling within the discipline ot criminology. 4. Salary: Dependent upon qualifications and experience. 5. Applications, including curriculum vitae and names and addresses ot at least three referees, to be sent to: Or. Simon N. Verdun-Jones, Chairperson, Department of Criminology, Simon Fraser University, Burnaby, B.C., V5A 1S6. 6. The successful candidate may commence his/her duties on 1 September 1985. 7. Applications will be accepted until 31 December 1984.

UNIVERSITY OF SASKATCHEWAN. Electrical Engineering. The Electrical Engineering Department ot the University of Saskatchewan has one tenure track faculty opening in the area of power electronics or power systems applications using microprocessors at the Assistant Professor level. Applicants should be interested in developing a strong research program and committed to quality teaching at both undergraduate and graduate levels. A Ph.D. degree is necessary and industrial experience is regarded as an asset. Appointment will be made in accordance with Canadian immigration regulations. Interested candidates should send a resume including the names of at least three references to Or. A.M. El-Serafi, Chairman, Electrical Engineering Search Subcommittee, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO, Canada. Closing date for receipt ot applications is February 28, 1985.

UNIVERSITY OF MANITOBA. Education. Applications and nominations are invited for the position of Head, Oepartment of Educational Administration and Foundations. The appointment as Head is for a term of five years, and is coupled with a tenured or tenure-track appointment in the Oepartment. Rank will be appropriate to the qualifications. The Oepartment has 13 lull-time faculty members and offers courses in Educational Administration, Educational Foundations, and Adult and Post-Secondary Education. Faculty members teach required and elective courses in the B.Ed. program, and they are heavily involved in teaching and supervision at the graduate level. The Department offers a Ph.D. in Educational Administration and as well its members offer required courses in the newly-approved Faculty-wide Ph.D. program. Candidates should have a background in at least one of the areas oftered by the Department. Desirable qualifications include successful teaching experience at the university level, an established research record, administrative skill, the ability to work productively with members of protessional and community organizations, and a commitment to the provision of leadership. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing Date: 1 February 1985. Applications together with C.V.s and the names ot three referees should be sent to: Dr. John J. Stapleton, Chairman, Advisory Committee, Room 204, Faculty ot Education, University ot Manitoba, Winnipeg, Manitoba, R3T 2N2.

McMASTER UNIVERSITY. Political Science. The Department of Political Science at McMaster University invites applications for a tenure-track position (subject to tinal budgetary approval) at the rank ot Assistant Professor commencing July 1, 1985. The appointee will be a specialist in theories of public policy, with research interests in either Western Europe or the United States, and knowledge of at least one policy area (to complement the Oepartment's existing area strengths in industrial, language, environmental, constitutional, and housing policies). Ability to teach public administration at the undergraduate level would be an asset. The applicant will be expected to contribute to the Oepartment's Graduate Programme in Public Policy and Administration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and the names ot three referees should be sent to Or. H.J. Jacek, Oepartment ot Political Science, McMaster University, Hamilton, Ontario, L8S 4M4. The closing date for applications is January 31, 1985.

UNIVERSITY OF ALBERTA. Secondary Education. The Department ot Secondary Education, Faculty of Education, The University of Alberta, is seeking a senior instructor for Summer Session 1985 to teach ED. C.I. 598 Conference Seminar, a graduate level seminar in literature and learning, grades 7-9, July 2-19, 1985. The course will focus on the teaching of literature as a special way of knowing - visual, emotional, cognitive, and holistic - as well as its relationship to writing and drama as composing processes reciprocal to the encountering of literature. The appointment will be at the professor level. Ooctoral degree, successful teaching experience at the junior high level and the university graduate level, and extensive research and publication in this area are expected. Salary at the protessor level is $2,539.00. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is January 31, 1985. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Or. T. Aoki, Chairman, Oepartment ot Secondary Education, The University of Alberta, Edmonton, Alberta, T6G 2G5.

THE UNIVERSITY OF ALBERTA. Psychiatry. Position for Behavioural Pharmacologist. The University of Alberta, Oepartment of Psychiatry, invites applications for the position ot Research Scholar at the Assistant Professor rank. Salary: based on tloor value of $29,720 and commensurate with qualitications and experience. The successful candidate must have an M.O., D.O.S. and/or Ph.D. degree(s). Preterence will be given to investigators who have recently completed postdoctoral training in the area of behavioural pharmacology and demonstrated outstanding potential for an independent research career. The successful candidate will have the responsibility of establishing a dynamic research program involving behavioural and pharmacological studies on the mechanisms of action ot antidepressant drugs, with emphasis on the role of 'trace' amines such as phenylethylamine and octopamine. This position will be for a period of 5 years in the first instance dependent on satisfactory progress and will be funded

through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Candidates should torward their curriculum vitae, outlines of their research interests and names ot three referees to Dr. W.G. Dewhurst, Professor and Chairman, Department of Psychiatry, The University of Alberta, Edmonton, Alberta. Closing date: December 31, 1984. The University of Alberta is an equal opportunity employer, but, in accordance with Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA. Psychiatry. Position for Neurochemist. The University ot Alberta, Department of Psychiatry, invites applications for the position of Senior Research Scholar at the Associate or Full Professor rank. Salaries: based on floor values of $37,420 (Associate) and $43,068 (Full) and commensurate with qualifications and experience. The successful candidate must have an M.D., D.D.S. and/or Ph.D. degree(s). Preterence will be given to investigators with wide experience in brain neurochemistry and the operation of a postmortem brain tissue bank. The successful candidate will have the responsibility of establishing a dynamic research program involving Alzheimer's disease. This will include establishment of a bank tor postmortem brain tissue. The position will be for a period ot 5 years in the first instance dependent on satisfactory progress and will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Candidates should forward their curriculum vitae, outlines of their research interests and names of three referees to Dr. W.G. Dewhurst, Professor and Chairman, Department ot Psychiatry, The University of Alberta, Edmonton, Alberta. Closing date: December 31, 1984. The University of Alberta is an equal opportunity employer, but, in accordance with Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Department ot Political Science. The Department invites applications for a tenure-track appointment, subject to budgetary authorization, at the assistant professor level. Applicants should be specialists in Canadian Government and Politics, and also be qualified to teach Public Administration. Applications, including curriculum vitae and names of three referees, should be sent to T. Cohn, Chairman, Department of Political Science, Simon Fraser University, Burnaby, B.C., V5A 1S6. Effective date ot appointment: September 1, 1985. Deadline for applications: Until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Geology. Mineralogist and Igneous Petrologist. The Department ot Geology invites applications tor two tenure-track positions, Assistant Protessor level, starting July 1, 1985. The successful candidates will be required to teach at undergraduate and graduate levels and participate in research programmes within the Ottawa-Carleton Centre for Geoscience Studies. The Centre is a co-operative venture combining research etforts of geoscientists trom the University ot Ottawa and Carleton University. Ability to teach in both French and English is a requirement. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Send application and resume, including the names and addresses ot 3 referees, to Dr. W.K. Fyson, Chairman, Department ot Geology, University of Ottawa, Ottawa, Ontario, K1N 6N5.

TRENT UNIVERSITY. Computer Science. Applications are invited for a tenure-track position in the Computer Studies Programme at the Senior Assistant or Associate Professor rank, beginning 1 July, 1985. Applicants should have a Ph.D. (or all but dissertation) in Computer Science and should be prepared to participate in an undergraduate-oriented teaching environment and to develop an active research programme in a small-university environment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and three letters ot reference should be sent to Professor J.W. Jury, Chairman, Computer Studies Programme, Trent University, P.O. Box 4800, Peterborough, Ont.,K9J 7B8.

DALHOUSIE UNIVERSITY. Chemistry/ Physics. Applications are invited tor an appointment as Research Associate or Post Doctoral Fellow in the area ot surface science. Ph.D. or equivalent experience in Physics or Chemistry, with a strong background in surface science is desirable. Practical experience in ultra high vacuum techniques is a necessity. In accordance with Canadian Immigration requirements this advertisement Is directed in the first instance to Canadian Citizens and permanent residents ot Canada. Dalhousie University is an Equal Opportunity employer. Send application and resume, including name and address of three referees to; Protessor W.E. Jones, Department ot Chemistry, Oalhousie University, Halifax, N.S., B3H 4J3; Phone (902) 424-3321.

DALHOUSIE UNIVERSITY. Department of English. Applications are invited for a half-time, 3 year probationary joint appointment as Instructor in the Transition Year Program and Department of English starting July 1, 1985. Qualifications are a M.A. in English preferably with experience in teaching university-level English, remedial English and English as a second language. The duties for TYP are to teach remedial English and/or English as a second language and carry out other duties assigned by the Director. In English the duties are to teach one undergraduate English class. Closing date for receipt of applications is March 1, 1985. Send application and curriculum vitae including names and addresses ot 3 referees to Dr. Karolyn Waterson, Director, Transition Year Program, Dalhousie University, Halitax, N.S., B3H 3J5. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents ot Canada. Dalhousie has a policy of attirmative action with respect to the employment ot women.

DALHOUSIE UNIVERSITY. French. The Department of French of Dalhousie University Invites applications for a probationary tenure-track position at the rank of Assistant Professor commencing July 1, 1985. Applicants should hold a Ph.D., preferably in French, and be both qualified and willing to teach in the Department's extensive language programme and should also have research and teaching interests in one ot the following areas: French-Canadian Studies and Pedagogy. The closing date for applications is January 31st, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. With respect to the employment of women, Dalhousie University is an affirmative action employer. Applications should be made to Professor Michael Bishop, Chairperson, Department of French, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5.

UNIVERSITY OF GUELPH. Department of Psychology. Applications are invited for a one year, contractually limited, sabbatical replacement position to teach courses in the following areas: perception, learning, introductory experimental design and introductory psychology. Previous teaching experience an asset. The contract is to start on either May 1 (preferable) or September 1, 1985. The appointment will be made at the rank ot Assistant Professor. This position is subject to final budgetary approval. In accordance with Canadian Immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and names of three referees to Michael L. Matthews, Chairman, Department of Psychology, University ot Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF ALBERTA. Chemistry. The Department of Chemistry at the University ot Alberta invites applications tor the position of assistant protessor in the area of organic chemistry. The position is subject to normal budgetary approval. Candidates must have a Ph.D. in organic chemistry and post-doctoral experience is advantageous. Qualified applicants in any area of organic chemistry are invited to apply although preference will be given to those in the area of carbohydrate chemistry. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, the names of at least three referees, a summary ot research interests, and a detailed research proposal should be sent to Professor R.B. Jordan, Chairman, Department ot Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. Closing date: February 1st, 1985.

UNIVERSITY OF GUELPH. Department of Crop Science. Assistant/Associate Professor - Weed Control. Full time probationary position. Research, Graduate and Undergraduate Teaching and Extension in Weed Science. Good field, controlled environment and laboratory facilities available. Position offers an excellent opportunity to continue a well established program. Applicants should possess Ph.D. in Weed Science with a good agronomy and plant physiology background. Closing date for applications, January 31, 1985, or when suitable applicant is identified. Salary and rank commensurate with training and experience. Send resumes, transcripts and names and addresses of three references to: B.R. Christie, Acting Chairman, Department of Crop Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Surgery. (1) Title of Position: (a) University Title (Rank): Division Head General Surgery; Assoc. Prof./Professor. (b) Type ot appointment: Annual. (2) Qualifications Required: The successtul applicant would be expected to develop an Oncology Service which would display excellence in clinical cancer surgery, clinical trials and basic cancer research. Prospective applicants should have demonstrated evidence ot superior skills in at least two ot these fields. (3) Nature of Duties: Division Head ot General Surgery at the Wellesley Hospital, Toronto, Canada. The position is full time within the University of Toronto and carries a University salary and benefits. In addition, it the qualifications prove appropriate, the successful applicant may also be invited to direct the University of Toronto Program in Surgical Oncology. The Wellesley Hospital has 585 beds and is tully attiliated with the University of Toronto. (4) Salary: Commensurate with qualifications and experience. (5) Person to whom enquiries should be sent: Dr. J.L. Provan, Surgeon in Chief, Wellesley Hospital, 160 Wellesley Street E, Toronto, Ontario, M4Y 1J3. (6) Effective Date ot Appointment: July 1, 1985. (7) Closing Date for Receipt ot Applications: February 14, 1985. (8) In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Economics and Political Science. The University of Saskatchewan, Department of Economics and Political Science, invites applications for two tenure track appointments at the assistant professor level in economics, commencing 1 July 1985. Candidates must have a completed or nearly completed Ph.O. and will be expected to contribute to the research and teaching capacity of the department in macroeconomics for one position and pure or applied econometrics or applied mathematical economics for the other. Salaries are competitive. Applications, including a curriculum vitae, transcript of graduate record and three letters of reference should be sent by 15 April 1985 to Professor Jeffrey Steeves, Head, Department of Economics and Political Science, University of Saskatchewan, Saskatoon, Canada, S7N OWO. These positions are open to both men and women and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ST. JEROME'S COLLEGE. Italian. Applications are invited for a sabbatical replacement at the rank ot Assistant Protessor, in the Department of Italian. Oualifications required: Ph.D. or equivalent; teaching effectiveness with undergraduate students. Period of appointment: July 1, 1985 through June 30, 1986. Salary: Assistant Floor, $26,100, negotiable according to experience. Applications and names of three references should be mailed to: Dr. Peter J. Naus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ST. JEROME'S COLLEGE. Mathematics. Applications are invited for the position of Assistant Protessor of Mathematics. Tenure stream possible. Qualifications required: Ph.D. or equivalent; high scholarly promise; and, most important, teaching effectiveness with undergraduate students. Preferred area of expertise: discrete mathematics with interest in cryptography. Starting date of appointment: July 1, 1985. Salary: Assistant Floor, $26,100, negotiable according to experience. Applications and names of three references should be mailed to: Dr. Peter J. Naus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for a tenure-track position in Canadian History, available July 1, 1985, conditional on tunds being made available. Applicants in all areas ot Cenadian history will be considered, but preference will be given to candidates prepared to teach in the history of Canada since 1867. Level ot Assistant Protessor. Current salary floor is $29,720. Ph.D., preferably with teaching experience and publications. Applications, including a curriculum vitae, and three confidential letters of appraisal should be sent to Dr. U. Trumpener, Chairman, Department ot History, University of Alberta, Edmonton, Alberta, T6G 2H4. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. ANDREW'S COLLEGE. Due to the naming ot Dr. Wm. Adamson as President-elect, St. Andrew's College requires a Professor ot Christian Ministry effective September 1, 1985. Interested persons with appropriate training and experience may apply or seek turther information by writing to Or. J. Ralph Donnelly, President, St. Andrew's College, 1121 College Drive, Saskatoon, Saskatchewan, S7N OW3. Applications will close February 8, 1985.

WILFRID LAURIER UNIVERSITY. Department ot Psychology. Applications are invited for an appointment in the Department of Psychology in the area of Oevelopmental psychology. It is expected that the appointment will be made at the assistant or (junior) associate level. Additional expertise in an area such as neuropsychology, clinical or statistics would be an asset. The successful candidate will be expected to be an excellent teacher, as well as pursuing an active and productive research program. The Department has both undergraduate and graduate (M.A.) programs. Applicants should submit a curriculum vitae, including the names and addresses of three referees familiar with the applicant's work. The position is open until a suitable appointment can be made. Apply to Dr. D. Morgenson, Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF MANITOBA. Psychology. Applications are invited for a sessional or term appointment at the assistant or possibly associate professor level in the Department of Psychology in the area of quantitative methods. Candidates should be qualified to teach graduate courses in multivariate and univariate statistical techniques, supervise graduate students in the quantitative area and provide consultative service to staff and students. While preference will be given to applicants with research interests directly in multivariate quantitative methods, applications from candidates with strong secondary interest in this area will also be considered. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send their curriculum vitae to Or. J.B. Nickels, Acting Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The appointment begins July 1, 1985. Application deadline: February 1, 1985.

UNIVERSITY OF REGINA. Psychology. Applications are invited for one tenure-track position, at the Assistant Professor level, effective July 1, 1985. This appointment is subject to budgetary approval. Candidates are expected to have the Ph.D. degree. Teaching experience and publications preferred in the areas of personality, cognitive or clinical psychology. The successful applicants will be expected to teach in their areas of expertise. Salary is commensurate with qualifications and experience. Please send a complete curriculum vitae and the names of three referees to Dr. A.K. Kelly, Acting Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S OA2. The closing date is January 31, 1985 or when the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and landed immigrants in Canada.

UNIVERSITY OF TORONTO. Faculty of Architecture and Landscape Architecture. The Faculty invites applications for a full-time

tenure-stream position in Landscape Architecture at the Assistant Professor level with salary to be commensurate with qualifications (subject to final University approval). Anticipated starting date: July 1, 1985. The successful applicant will be expected to assume major responsibilities for teaching in design studios and in one or more areas of technical and professional courses. Further the applicant will be expected to develop a vigorous research program and to establish research links with staff in other faculties. Letters of application, resume, and the names and addresses of three referees to be directed to: Professor Peter M. Wright, Acting Dean, Faculty of Architecture & Landscape Architecture, 230 College Street, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: January 15, 1985. The position is still subject to final University approval.

UNIVERSITY OF TORONTO. Faculty of Architecture and Landscapa Architecture. The Faculty invites applications for a full-time tenure-stream or tenure position in Architecture or Landscape Architecture with rank and salary to be commensurate with qualifications (subject to final University approval). Anticipated starting date: July 1, 1985. The successful applicant will have a proven record as a designer able to work on both architectural and landscape architectural aspects of the built environment. Teaching responsibilities at the undergraduate level will be mainly in joint studios; at the graduate level the individual will be expected to act as a design tutor in one of the two areas. Preference will be given to designers who also have training in one of the related technical areas. Letters of application, resume, and the names and addresses of three referees to be directed to: Peter M. Wright, Acting Dean, Faculty of Architecture & Landscape Architecture, 230 College Street, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: January 15, 1985. The position is still subject to final University approval.

UNIVERSITY OF ALBERTA. Elementary Edueetion. The Department of Elementary Education, Faculty of Education, University of Alberta, is seeking a senior instructor for Summer Session 1985 to teach Ed CI 501 Conference Seminar: Literature and Learning, Grades 4 - 6, July 2 - 19, 1985. The course tocusses on the teaching of literature for youth grades 4 - 6 as a special way of knowing self and one's world as well as its relationship to writing and drama as composing processes reciprocal to the encounter with literature. The appointment will be at the Professor level. Doctoral degree, successful teaching experience at the upper elementary and at the university graduate level, and extensive research and publication at this level are expected. Salary at the professor level is $2,539.00. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is January 31, 1985. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. P.A. McFetridge, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, T6G 2G5.

ST. THOMAS UNIVERSITY. Social Work. Applications are invited for two positions at the Assistant Professor Rank in a generic Bachelor of Social Work degree programme at St. Thomas University, Fredericton, N.B. Subject to authorization and budget approval. Qualifications: A professional degree in social work; doctorate preferred, M.S.W. with several years experience minimum. Previous teaching experience an asset. Appointments begin July 1, 1985. Apply in writing with curriculum vitae and names of three referees to: Dr. Robert Mullaly, Chairman, Department of Social Work, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

THE UNIVERSITY OF ALBERTA. Department of Food Science. The Food Science Department, University of Alberta, invites applications for a Research Associate in Food Engineering. Reporting to the Project Director, the successful candidate will be responsible for conducting applied research on the development of mass transfer equipment in multicomponent systems. The position is funded by research contract, carries a salary of $24,000 per year plus benefits, and is available as of April 1, 1985. The appointment will be made for a three year term and carries the possiblity of extension subject to satistactory performance and continued availability of funding. Minimum qualifications are a Ph.D. in Food Engineering and expert abilities in mathematical and computer modeling of food systems. Apply before March 15, 1985, to Dr. M. Le Maguer, Food Science Department, University of Alberta, Edmonton, Alberta, T6G 2P5, (403) 432-2898. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of Geography. Applications are invited for a full-time position which will be available July 1, 1985 at the assistant or associate professor level, according to qualifications. The language of instruction will be french. Preference will be given to bilingual candidates. The successful candidate must have a Ph.D. and an established research and publication record sutticient to qualify for membership in the School of Graduate Studies at the University of Ottawa and will be expected to supervise masters and doctoral students. The research tield is open but preference will be given to candidates who will complement one or more of the existing areas ot specialisation of the department. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded, prior to February 1st, 1985 to: Dr. P.G. Johnson, Chairman, Department of Geography, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

MOUNT ALLISON UNIVERSITY. Department of Psychology. Applications are invited tor a new appointment in the Department which is open to those who have active research interests in some aspect of the Psychology of Perception. The facilities which are available are excellent, as is the support which the University provides for active research programmes. 1985-86 salary ranges will be: Assistant Professor..$26,398 - $38,002; Associate Professor..$32,729 - $52,242; Professor..$41,167 - $64,374. Applications, which should include a curriculum vitae, the names of three referees and reprints of recent publications, should be sent to: Dr. Henry James, Department of Psychology, Mount Allison University, Sackville, New Brunswick, EOA 3CO. Closing date for receipt of applications is January 31, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Psychology. Applications are invited from Behavioural Neuroscientists, with active research interests in the relation between brain and behaviour, tor an appointment which is open in the Department. Excellent research facilities are available for work with either marine organisms or small mammals, and the University provides unusual good support for those who wish to use them. 1985-86 salary ranges will be: Assistant Professor..$26,398 - $38,002; Associate Professor..$32,729 - $52,242; Professor..$41,167 - $64,374. Applications, which should include a curriculum vitae, the names of three referees and reprints of recent publications, should be sent to: Dr. Henry James, Department of Psychology, Mount Allison University, Sackville, New Brunswick, EOA 3CO. Closing date for receipt of applications is January 31, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. History. The Department of History, Faculty of Arts, York University, invites applications for a two or three year sessional appointment in Modern Japanese History. The availability of this position is dependent on budgetary approval. This post may include some administative work in a programme of research on Modern East Asia. Ph.D. required. Salary dependent on qualifications and experience. Applications, including a curriculum vitae and the names of three referees, should be sent to Professor Paul E. Lovejoy, Chairman, Department of History, York University, 4700 Keele St., Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Electrical Engineering. Applications are invited for a number of tenure-track positions in the Department of Electrical Engineering at the University of Victoria. Each position will involve undergraduate and graduate teaching, graduate supervision at the master's and doctoral levels, and research in one or more of the following areas: analog and digital electronic circuits, VLSI circuit and system design, electromagnetics, microwave and optical communication systems, digital hardware, microprocessor applications, computer systems, and robotics. Applicants should hold a doctorate and be familiar with modern trends in their area of interest. Industrial experience will be considered an asset. The new Department ot Electrical Engineering at the University of Victoria was established on July 1, 1983 and much progress has been accomplished during its first year ot operation. Six faculty members have been appointed, 110 undergraduate students have been admitted in years I and II of the Electrical and Computer Engineering programs, and 10 graduate students have been admitted at the master's and doctoral levels. A range of equipment has already been delivered including two Data General computers, namely an MV 4000 and an MV 10000, and a Metheus VLSI workstation. The Faculty of Engineering will be housed in a new building which is currently under construction. Victoria is situated on Vancouver Island and enjoys a moderate and pleasant climate. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. If no suitable candidates are found, the search may be extended to other candidates. The University of Victoria offers equal opportunities to qualified male and female applicants. Applications, which should include curriculum vitae and the names ot at least tour referees, should be addressed to: Dr. A. Antoniou, Chairman, Dept. ot Electrical Engineering, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2.

MOUNT ALLISON UNIVERSITY. Department of Commerce. Applications are invited for positions in the areas of Marketing, Organizational Behaviour, Personnel Management and Business Policy. Applicants should hold a Ph.D. in one ot the above areas or an MBA with considerable experience. Duties include undergraduate teaching in one or more of the above areas. 1985-86 salary ranges will be: Assistant Professor $26,398 - $38,002; Associate Professor $32,729 - $52,242; Professor $41,167 - $64,374. Applications, including a curriculum vitae and the names of three referees, should be sent to: Malcolm Smith, Head, Commerce Department, Mount Allison University, Sackville, NB, EOA 3CO. Closing date for receipt of applications is March 31, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department ot Commerce. Applications are invited for positions in the areas of Accounting, Finance and Quantitative Methods. Applicants should hold a Ph.D. in one of the above disciplines or an MBA or a professional designation. Duties include undergraduate teaching in one or more ot the above areas. 1985-86 salary ranges will be: Assistant Professor $26,398 - $38,002; Associate Professor $32,729 - $52,242; Professor $41,167 - $64,374. Applications, including a curriculum vitae and the names ot three referees, should be sent to: Malcolm Smith, Head, Department of Commerce, Mount Allison University, Sackville, NB, EOA 3CO. Closing date for receipt of applications is March 31, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Département de Géographie. Un poste de protesseur à plein temps au rang de professeur adjoint ou agrégé sera ouvert le 1er juillet 1985. Le français sera la langue d'enseignement et la prétérence sera donnée aux candidats bilingues. Le candidat choisi devra être détenteur d'un Ph.D. et d'une liste de publications et de travaux de recherche suffisante pour son admission à l'Ecole des Etudes supérieures et de la recherche de l'Université et devra être en mesure de diriger des étudiants de maitrise et de doctorat. Le champ de spécialisation n'est pas déterminé mais la préférence sera donnée au candidat dont les compétences seront complémentaires à un ou plusieurs domaines de spécialisation du département. Conformément aux dispositions de l'Immigration canadienne ce poste s'adresse aux citoyens canadiens et résidents permanents. Les lettres de candidature accompagnées d'un curriculum vitae et des noms de trois personnes de référence devront être envoyées avant le 1er février 1985 à: P.G. Johnson, Directeur, Département de Géographie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Accounting starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University ot Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer ot position is subject to the availability of tunding. Applications from Canadian citizens, landed immigrants and others eligible tor employment in Canada at the time of application will be given priority.

UNIVERSITE d'OTTAWA. Faculté d'Administration. Postes à plein temps en Comptabilité disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en tonction des qualitications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty ot Administration. Faculty positions in Finance starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University ot Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer ot position is subject to the availability of tunding. Applications trom Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Finance disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en tonction des qualitications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Universlté d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Marketing starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank end salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Facufty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availablity of funding. Applications trom Canadian citizens, landed immigrants and

others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Marketing disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Finance starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Finance disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Marketing starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Marketing disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Human Resources Management starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Gestion des Ressources Humaines disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Management and International Business starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Management et Commerce international disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Management Science starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Science de la Gestion disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Universlté d'Ottawa, 275 rue Nicholas, Ottawa (Ontario) K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Health Administration starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Gestion des Services de Santé disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Public Policy and Management starting July 1, 1985. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake or continue research activities. Bilingualism (English and French) would be an asset. Collateral teaching in other graduate and undergraduate programs is desirable. These are offered in English and French. Send resumes to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 6N5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ d'OTTAWA. Faculté d'Administration. Postes à plein temps en Management et Politiques Publics disponibles le 1er juillet 1985. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être prés de le terminer. Rang et salaire établis en fonction des qualifications et états de service. En plus de l'enseignement qu'ils(elles) doivent procurer, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 275 rue Nicholas, Ottawa (Ontario), K1N 6N5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matiére d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.

UNIVERSITY OF WINNIPEG. Department of Economics. The Department of Economics, University of Winnipeg, invites applications for a probationary tenure-track position. The appointment is effective on September 1, 1985 (subject to budgetary approval). Applicants for the position should have a Ph.D. (completed or near completion). The successful candidate must have a strong commitment to undergraduate teaching and research. The Department is particularly interested in attracting candidates in history of economic thought and economic history, although strong candidates in other fields are encouraged to apply. The rank is at the Assistant Professor level, but individuals with exceptional qualifications will be considered at a higher rank. Applicants should send curriculum vitae and names of at least three referees to: Professor D.J. Snidal, Chairman, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Canada, R3B 2E9. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

THE ONTARIO CANCER INSTITUTE. Radiation Oncology. Applications are being invited for staff positions in Radiation Oncology at the Princess Margaret Hospital, Toronto. The Department provides consultation and radiation therapy for over 5000 new patients each year. Its program encompasses service, research and teaching. Applicants should have certification in Radiation Oncology from the Royal College of Physicians & Surgeons of Canada or equivalent. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Write to: Dr. R.S. Bush, Director, Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Canada, M4X 1K9, for further information.

BISHOP'S UNIVERSITY. Fine Arts. Applications are invited for a one year temporary position to replace a faculty member on leave during the academic year 1985-86. Applicants with a Ph.D. and some teaching experience are preferred. The successful candidate will teach semester courses in some post-Renaissance area of Western Art or in Canadian Art. The ability to teach Museology and/or Women in Art would be an asset. The appointment will be at the rank of Lecturer or at the floor of Assistant Professor ($28,676. 1984-85). The starting date is July 1, 1985. Applications with curriculum vitae and the names of three referees should be addressed to: Dr. K.J. Kuepper, Dean Faculty, Bishop's University, Lennoxville, Que., J1M 1Z7.

UNIVERSITY OF SASKATCHEWAN. Department of Mechenical Engineering. Applications are invited for a tenure-track position in the area of Manufacturing Processes, Applied Mechanics and Design at the Assistant Professor level. Applicants should have a Ph.D. and have research experience in one or more of the following areas: materials science, manufacturing processes, elasticity, plasticity, experimental stress anelysis, data acquisition and processing, finite element and boundary element methods, CAD-CAM, robotics, the design and control of mechanical systems. Teaching responsibilities will cover undergraduate and graduate courses in one or more of the above areas. Industrial experience will be considered an asset. The successful candidate will be expected to initiate and sustein independent research, develop new course meterial, as well as participate in teaching and supervision of graduate students. In accordance with Canadian fmmigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Rank authorized is that of Assistant Professor which had a 1983-84 salary range of $27,983 - $36,407. Apply to: Professor R.W. Besant, Department of Mechanical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

BITTER TRUTHS from page 20

interest. They are the people who cannot afford to buy books when libraries no longer carry a sufficient number of texts required for their courses.

Never considered

The mature women with families are the ones whose student aid never adequately took into account their need for babysitting costs to cover forays to the library, evening classes, and study time away from their children's incessant demands. They are the ones who are most affected when limited mandates of small writing labs and bourgeoning class size limit their access to the one-on-one instruction, which many mature students — and not just low-income ones or just women — say makes the difference in educational upgrading.

The ability of universities to hire and retain female and/or non-white faculty is also important to the retention of many "non-traditional" students. Computers — used in "distance education" or otherwise — are no replacement, even if all students could afford their own. Clearly, policies of financial aid, and student services and teaching, need to be completely rethought from the mature students' point of view, and restructured, and funded appropriately.

Whose realities?

Speaking as a social scientist, I wonder how one can look objectively at accessibility if one must, as per the mandate of the Bovey Commission, look "in the context of economic realities?" Whose economic realities? The most conservative sections of the business community's realities? The realities of the many Canadians of Caribbean origin, for whom one significant motivation for immigration was the greater possibility of access to postsecondary education in Canada? The realities of the single mothers on Mothers' Allowance who want to go to university, in order to escape the present dead ends of their lives?

I have personally seen a significant number of promising students who could not pass an entrance exam which did not take into account that, for many such students, Canadian dialect is a second dialect, or that English is a second language for both Native people and first- or second-generation immigrants. Yet, I and my colleagues have seen some of these same students blossom at university, given one-on-one assistance over two or three years, not only with language, but also with the complex skill of the writing of university-level essays — a skill that many non-traditional students take time to develop. We have seen the very original and excellent work done by such mature students; students whose communities have paid their taxes in a dedicated manner, and must not be denied access to the universities which they have helped to fund.

Drastic effect

The creation of "centers of specialization" would clearly have a drastic effect on access for most mature women. How many women, of whatever culture or income level, can pick up and move to a different city, leaving husband and/or children behind, or find new jobs (in a period of recession) and schools, in order to pursue their own education? If there will be no change for the better in funding of universities, and no increases in student grants (or even loans), how could low-income mature students — especially women and minorities whose savings potential is relatively low — afford to relocate their entire households to the site of the university which offers courses they need?

Such serious issues were not considered by Professor David Stager, whose "discussion paper" on accessibility was distributed by the Bovey Commission. I am sorry to say that the approach of a social scientist is to be questioned when he so easily accepts a mandate that is so opposite to much academic work on education. Professor Stager admits that as an economist, he is not, like the sociologist, primarily concerned with inequality. This is astounding: Is not the issue of accessibility the issue of inequality? Having introduced his perspective, Professor Stager then attempts to dismiss, one by one, the complexity of factors — from "home environment" to tuition — that many sociologists have analyzed as creating serious barriers to access to university.

As Dr. Stager fails to "take the point of view of women," he fails to see the potential gender-related biases of entrance exams (especially math and science entrance exams), entrance interviews, the income/tuition/student-aid issue, ability to travel, curriculum, evaluation, student services, etc. Nor does he take the specific perspective of mature students, low-income students, or non-white students, with predictable consequences.

Wrong and arrogant

In fact, Professor Stager makes such claims as this: "Tuition fees have their effect on the enrolment only at the basic level of whether or not to continue postsecondary education." An incorrect statement, from my experience — and quite an arrogant one. Does it not matter whom tuition hikes exclude? Are the many other aspects of the social organization of university and community significant? Apparently not to Professor Stager, who appears to "blame the victim" for lack of access by emphasizing rather sociologically-fuzzy concepts like "personal characteristics" and "motivation" as barriers to university studies. In addition, one is also surprised that an economist can claim that, in a time of recession, access to part-time work is increasing potential savings, which can be put toward tuition.

If we really listen to the experiences of mature women with university life, there is much we will hear. There has been little analysis of the reasons for the rapid growth in participation of women, or of how this demand is created or suppressed. Why do such women go to university? Listen to a few poignant voices: "What were my choices?" asks a single mother, "The poverty of Mothers' Allowance? An office job that is the mental equivalent of an assembly line, and that keeps me from my daughter 10 hours a day? Or university, which gives me a future and — if I go part time — lets me spend time with my daughter?" A working-class mother: "I wanted to open the doors of opportunity for my daughters . . . to be able to help the kids in school." Or, "This is my big chance; at my age, maybe my last chance."

The real story

Such statements help us to understand the participation of mature women at universities, the great interest of some mature women in part-time studies (given their family and/or job responsibilities), and to sense how many more women are waiting in the wings for genuine policies of access. The motivations of these students are much different from Professor Stager's appraisal of mature and/or part-time students — whom he appears to lump together. Clearly, more and better research needs to be done.

We need to take into account the stress in the life of the mature woman at university. Many, trying to study at home face countless interruptions: "Sometimes the family treats the desk in my room as a joke, as if my only real work is doing things for them. Anything else is seen as selfish. I feel like a screaming shrew sometimes, and after I yell, I can't concentrate. How can you write an essay between the wash and rinse cycle? I never seem to have a day off."

Our social expectations of male students are very different, and are ones that allow them to prioritize academic work in a way that a woman with family responsibilities cannot do.

Ask them

How can the universities better respond to the needs of such mature women? The key is to investigate in detail, to solicit the full participation of "non-traditional" students in restructuring the universities. Their ideas are indeed insightful. They include: much-improved student aid, including grants for part-time students; good daytime and after-school childcare; drop-in childcare at major university libraries; longer library hours and more books; and subsidized student housing near campus for single mothers who often have to travel two hours a day now.

Most of them stress the importance of approachable, knowledgeable professors who treat them as equals. They want academic, personal, and financial counsellors who share and understand their backgrounds. The women who took Women's Studies courses recommended that they be taken more seriously by more universities, because they felt very confident with courses that were relevant to their lives.

Similarly, a Caribbean woman speaks from her own experience, unaware that black educators have since the 1960s stressed relevant curriculum: "I'd like some black authors to read, for comparison. Other groups have courses related to their history; we need this, too." A Native student proposes a residence for Natives, with academic and personal support services staffed by Native people. A wealthier woman of Anglo-Saxon heritage sees the need for a woman's centre on campus. New immigrants would sometimes like to bring a mother or sister to Canada to help with the children, so they could study more effectively.

...before it's too late

These are all initiatives that my own teaching and counselling experiences, at various levels of Ontario's educational system, lead me to support. Many of them are initiatives that adult educators, student groups and others in the community have repeatedly advocated. It is imperative, in order to meet real needs, to create new structures and timetables that will allow such voices to be heard, before it is too late.

(Agi Lukacs is Senior Tutor in the Transitional Year Program at the University of Toronto.)

SURVEY — from page 1

seven to zero). Only four associations thought the faculty representatives effective. Two replies indicated that while faculty representation on major committees had not declined, it was generally thought to be insufficient.

Most of the respondents indicated that, in their opinion, there were too many senior administrators, and 11 indicated a growth in their number over the previous five years. Thirteen associations reported growth in the central administrative staff as well, usually in the President's office. Only seven associations reported a system of evaluating the performance of administrators.

Causes of erosion

Asked to comment on the erosion of the collegial process where it had occurred, associations gave a variety of responses.

- Collective bargaining had siphoned off into union activity many faculty who would otherwise have participated actively in senate affairs and on senior committees.
- Larger classes and pressure to produce research had reduced the number of faculty willing to participate.
- Some matters formerly left to collegial processes had become matters for union handling.
- At large universities, higher education had become big business; administrations see little point in the collegial process, and will consult only when it is unavoidable.

More study costly

The Academic Freedom and Tenure Committee concluded that while the results of the questionnaire indicated some general and serious concerns, it was not possible to draw a firm and precise picture of the state of university governance in Canada. This could only be achieved by a more detailed study, and the Committee recommended to the CAUT Board that it consider financing a study of changes in the governance of Canadian universities since the publication of the Duff-Berdahl Report in 1967.

Such an exercise would be extremely useful, but is probably a luxury that CAUT cannot afford.

CHOICES — from page 1

CAUT certainly hopes that he will be able to do so, and has so expressed itself to the Prime Minister.

However, if the Tory provincial premiers are going to roll over and play dead to possible demands by Mr. Mulroney to reduce transfer payments, they may place themselves in a difficult political situation. If they are perceived to be cream-puffs in dealing with Mr. Mulroney — notwithstanding the cases where Ottawa plans to give back natural resources to those provinces which already think they own them — the voters may well think that they are not protecting local interests and turn to politicians more likely to do so.

Others have speculated that a Tory revival in Ottawa will in any event lead to a resurgence of Liberal and NDP forces in the provinces. The by-election victory of the NDP in Okanagan North may be an omen.

Students undermined

The second serious matter is the freeze on student loans and the elimination of the summer job program. These are likely to be counterproductive from the point-of-view of the government, if they simply force more young people on to unemployment insurance and the welfare rolls. The Conservatives called for a review of student-aid programs and indicated, in the Task Force last spring headed by Senator Nurgitz and Jim Hawkes, M.P. for Calgary-West, some support for contingency repayment schemes.

However, it seems unreasonable to undermine the position of studcnts before a review of student aid is completed by the government, particularly since the federal component is a loan which is rccouped in any event. Nor will this promote the goal of accessibility for all qualified students, to which the Conservatives subscribe as a goal, nor to their commitment to women, since female students account for most of the increase in enrolments in recent years. Any financial attack on the universities will certainly slow down one of the great social revolutions of our time, namely this surge of women students in all faculties within the university.

The Hawkes/Nurgitz Task Force also called very strongly for a U.I.C. system that would positively encourage the unemployed to go back to school and university. CAUT hopes that the Hon. Flora MacDonald will put these proposals into action at the same time as she draws up plans to spend the $1 billion allocated to job creation for the young.

A Dickensian approach?

Prior to the Throne Speech, Mr. Mulroney received a good deal of advice from the business community and the media. Some of this was the ritual rhetoric of the extreme right. The Canadian Manufacturers' Association called for a drastic watering-down of the child-labour laws, and of the occupational health and safety laws. However, Mr. Mulroney's career as a labour lawyer is likely to impel him to try to seek what he perceives to be the middle ground. For instance, the one-word response of the government spokesperson to those particular proposals of the Canadian Manufacturers' Association, was "incredulous." But the New Right is staking out its position, and if its voice is the only one heard, the compromise position will move that much further in its direction.

Learn from UK failures

All the voices were not in that direction. Christopher Young wrote for Southam News that the Mulroney government would be wise to note the popular successes and failures of the Thatcher government's policies. He considered that the privatization of companies such as Jaguar, British Airways and British Telecom was generally popular or at least accepted, and that the conversion of low-income tenants into house owners seemed an initial success.

But most people recognized the serious failure of the government in regard to the situation of young people in Britain, and most resisted with vigour the attacks on health, education, and other social services. "Cuts in grants for education," he reported, "have diminished a system that was once the envy of the world." Furthermore, as the Universities Grants Commission said, "academic planning has been disrupted, morale has been impaired, thousands of young people have been denied a university education, confidence in the government has been shaken and will be difficult to restore."

Canada should be able to do better than that.

Call for nominations
Appel de candidatures

Nominations are actively sought for the positions of CAUT President, Vice-President (External), Vice-President (Internal), Treasurer, Chairpersons of the Academic Freedom and Tenure and Collective Bargaining Committees, and as members of the various CAUT Committees. It is extremely important that members of local and provincial associations who are nominated be members of CAUT, and be fitted by training and experience to serve as association officers and to assist with the work of the committees.

Each nomination should be accompanied by a completed copy of the "Standard Information Form to be used by persons nominated for elected office in CAUT," (which is available from any faculty association office and from CAUT), a brief statement of why the nominator, who must be a member of CAUT, feels the nominee is qualified for the particular position, and the written agreement of the nominee to serve if elected.

Nominations should be sent to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ont. K1P 5E7 NOMINATIONS CLOSE MARCH 1, 1985

L'ACPU sollicite des candidatures pour les postes de Président, Vice-Président (Affaires externes), Vice-Président (Affaires internes), Trésorier, présidents des Comités de la liberté universitaire et de la permanence de l'emploi et de la négociation collective et de membres des divers Comités de l'ACPU. Il est important que les membres des associations locales et provinciales qui sont proposés comme candidats soient membres de l'ACPU et aptes par leur formation et leur expérience à être dirigeants de l'ACPU et à aider aux travaux des Comités.

Chaque candidature doit s'accompagner d'un exemplaire rempli de la "Formule d'information réglementaire à utiliser par les candidats à un poste électif à l'ACPU" (qui peut s'obtenir du bureau de n'importe quelle association de professeurs et de L'ACPU), d'un bref exposé des raisons pour lesquelles son promoteur, qui doit être membre de l'ACPU, estime le candidat apte à occuper le poste en cause et de l'engagement par écrit du candidat à exercer sa charge s'il est élu.

Les candidatures doivent être envoyées à M. Kenneth McGovern, Président, Comité des élections et résolutions, ACPU, 75, rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.
AUCUNE CANDIDATURE NE SERA ACCEPTÉE APRÈS LE 1er MARS 1985.

PRESIDENT

The Canadian Association of University Teachers solicits nominations for the position of President. Duration of term, one year. A nominee should have extensive Faculty Association experience.

PRÉSIDENT

L'Association canadienne des professeurs d'université sollicite des candidatures au poste de Président. Durée du mandat, un an. Le candidat devrait avoir une vaste expérience des affaires d'une association de professeurs.

VICE-PRESIDENTS

The Canadian Association of University Teachers solicits nominations for two Vice-Presidents for the Association. Duration of terms, one year.

Vice-President Internal: to act as person chairing the Administration Committee and to have general responsibility in the area of administering the CAUT, including the application of the staff collective agreements.

Vice-President External: to handle relations with member associations and to represent the CAUT with affiliated organizations.

VICE-PRÉSIDENTS

L'Association canadienne des professeurs d'université sollicite des candidatures pour deux postes de Vice-Président de l'Association. Durée du mandat, un an.

Vice-Président (Affaires internes): faire fonction de président du Comité d'administration et avoir des responsabilités générales en ce qui concerne l'administration de l'ACPU, y compris l'application des conventions collectives du personnel.

Vice-Président (Affaires externes): s'occuper des relations avec les associations membres et représenter l'ACPU auprès des organisations affiliées.

PERSON TO CHAIR

COLLECTIVE BARGAINING COMMITTEE

The Canadian Association of University Teachers solicits nominations for the position of Person Chairing, Collective Bargaining Committee. Term of office is three years. The nominee should have a good understanding of the principles of collective bargaining, and experience in negotiating contracts for faculty associations.

PERSON TO CHAIR

ACADEMIC FREEDOM AND TENURE COMMITTEE

The Canadian Association of University Teachers solicits nominations for the position of Person Chairing, Academic Freedom and Tenure Committee. Term of office is three years. The nominee should have a good understanding of the principles of academic freedom and tenure and experience in handling the grievances of faculty members.

PRÉSIDENT DU COMITÉ

DE LA LIBERTÉ UNIVERSITAIRE ET DE LA PERMANENCE DE L'EMPLOI

L'Association canadienne des professeurs d'université sollicite des candidatures au poste de Président du comité de la liberté universitaire et de la permanence de l'emploi. Durée du mandat: trois ans. Le candidat doit bien connaître les principes de la liberté universitaire et de la permanence de l'emploi et être habitué à s'occuper des griefs des professeurs.

PRÉSIDENT DU COMITE

DE LA NÉGOCIATION COLLECTIVE

L'Association canadienne des professeurs d'université sollicite des candidatures au poste de Président du comité de la négociation collective. Durée du mandat, trois ans. Le candidat devrait bien connaître les principes de la négociation collective et posséder de l'expérience dans la négociation de conventions pour les associations de professeurs.

COMMITTEES/COMITÉS

COMMITTEE ON COLLECTIVE BARGAINING

The CAUT solicits nominations to its Committee on Collective Bargaining for three-year positions.

ACADEMIC LIBRARIANS COMMITTEE

The CAUT solicits nominations for openings on this Committee.

ECONOMIC BENEFITS COMMITTEE

The CAUT solicits nominations for membership on the Economic Benefits Committee. The term of membership is three years.

STATUS OF WOMEN COMMITTEE

The CAUT solicits nominations for openings on this Committee.

COMITÉ DE LA NÉGOCIATION COLLECTIVE

L'ACPU sollicite des candidatures pour son Comité de la négociation collective. Postes de trois ans.

COMITÉ DES BIBLIOTHECAIRES UNIVERSITAIRES

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ce comité.

COMITÉ DES AVANTAGES ÉCONOMIQUES

L'ACPU sollicite des candidatures pour son Comité des avantages économiques. Le mandat des membres vaut pour trois ans.

COMITÉ DU STATUT DE LA FEMME PROFESSEUR

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ce comité.